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CAUT ACPPU
BULLETIN

RAPPORT DU CONSEIL
Le CNCAÉ explique son rôle
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Vol. 42, No. 1—January 1995 janvier

CAUT Says No to Income Contingency Plan

NO TO THE PROposed federal income contingency repayment plan which would double student fees in two years. That was one of the messages delivered Dec. 19 by CAUT President Joyce Lorimer to the Standing Committee on Human Resources Development.

CAUT also argued that:

• the current transfer arrangements (EPF) by which Ottawa spends $2.6 billion should be retained but with reforms so that the money had to be spent on post-secondary education and each province had to maintain its own current level of support;

• one alternative to EPF could be a revival of cost-sharing with the provinces which was the governing principle in the transfer arrangements before 1976; and

• another alternative to EPF could be to redirect the funds to a group of programs under the rubric of research and of student aid, areas in which the federal government has long had an important and recognized role.

Under the last option, CAUT recommends the federal government pay some or all of the indirect costs of federal research grants but also greatly improve the programs for research in small universities, assist university libraries, and help to fund research on equity.

This would ensure the funds reached more than the handful of universities which dominate the most expensive forms of university research. In this CAUT differed from AUCC which, in this area, argued solely for the funding of the indirect costs of research.

Where should they money come from? CAUT has for many years argued that the funding of universities should essentially come from a progressive and fair tax system. This can be achieved by closing loopholes and exemptions in the current tax act and, where necessary, increasing taxes on employers and on individuals.

On income contingency repayment schemes, CAUT's major objection was to the interest costs involved. Most of those involved in the discussion know that income contingency plans allow repayment of the principal depending on earnings after graduation. Those without income or below a certain threshold do not have to repay until their earnings rise to a defined level. It seems equitable.

However, interest keeps accumulating regardless of income. If a student borrowed $20,000 to meet the proposed fee levels in the Axworthy scheme, if the interest rate were 8.2 per cent, and if he or she were below the threshold for 15 years, and then moved above it, the student would owe $68,139.

This problem is more generally referred to as the negative dowry effect. Some argue it can be met by exempting women with children for a period of time. But this would raise the cost of the plan which would have to be charged to the other students or to the government. Since the rationale of the plan is that students should fund themselves, they may well ask why they should pay extra for those who choose to have children.

ABOVE: Francis LeBlanc (Chair), Francine Lalonde (Vice-Chair) & Maria Minna (Vice-Chair) are members of the Standing Committee on Human Resources Development which is reviewing the federal Green Paper.

CAUT noted there are certain parallels with the history of the income tax which was introduced as a temporary measure.

In Australia the system was introduced with promises that the level of fees would not increase beyond inflation. That promise was broken after only one year. Australian students have learned the hard way that there is nothing fixed about income contingency. The threshold level, the percentage paid on loans, the interest payments, the length of time to repay can all be varied, and the Australian government is considering all of these.

CAUT also raised the problem of graduate studies. Research already suggests that graduate students come from families with above average income. CAUT argued that this trend will surely accelerate if graduate student fees also double and the debt load goes into the stratosphere. Australia, usually held up as the model for these arrangements, has been forced to introduce graduate exemption scholarships which increase the costs and complexity of the scheme.

The government committee has been hearing testimony across the country for the past two months. There are persistent rumours that it is thinking of abandoning in whole or in part the income contingency proposal which is the cornerstone of the federal Green Paper.

The university community itself has been divided over income contingency with the AUCC strongly in support of the principle but with a less draconian application than proposed by the government. The Canadian Federation of Students opposed the government's plan.

Many local and provincial faculty associations testified to the committee as it moved across the country. There is no doubt that the government was startled by the uproar caused by the university community.

The committee plans to write its report in January, present it to the finance minister at the end of the month, and release it in the first week of February. ■

Razzia sur le Trésor public

EN DÉCEMBRE, LE *Globe and Mail* a fait état de la découverte par les grandes banques canadiennes d'échappatoires fiscales dans le crédit d'impôt fédéral pour la recherche scientifique et le développement expérimental. Selon le journal, les banques auraient réclamé jusqu'à 300 millions de dollars pour des projets de développement de logiciels au titre de leur système informatique interne, projets qu'elles auraient mis de l'avant de toute façon.

Les banques auraient déclaré qu'elles agissaient en toute légalité.

D'après l'article, une nouvelle lignée d'experts-conseils aident les entreprises à réclamer le crédit d'impôt même si les projets ressemblent vaguement à ce que les Canadiens ordinaires considèrent comme de la recherche véritable. De nombreuses compagnies ont ainsi pris le train en marche.

Au 30 juin dernier, des réclamations de 1,2 milliard de dollars avaient été traitées et le nombre a augmenté par la suite. Le journaliste du *Globe and Mail* a mentionné à titre d'exemple, parmi les demandes de réclamations, les propriétaires d'une brasserie et d'un restaurant qui ont respectivement mis au point une bière à la fraise et une sauce à spaghetti sous étiquette exclusive.

Le vérificateur général avait déjà fait une mise en garde contre une avalanche possible de réclamations. Un spécialiste a déclaré au *Globe and Mail* que l'escroquerie rappelait le sort malheureux échu au crédit d'impôt pour la recherche scientifique du gouvernement Trudeau.

L'ACPPU a écrit au gouvernement fédéral pour protester contre le détournement des deniers publics au moyen d'échappatoires fiscales. Elle a laissé entendre que le crédit d'impôt était utile lorsqu'il était limité à la promotion de véritables projets de sciences et de génie, notamment la collaboration entre le secteur privé et les facultés des sciences des universités.

L'association s'est cependant dit outrée que le gouvernement permette mollement, d'une part, le remboursement de réclamations douteuses et prévoie, d'autre part, la réduction des budgets des trois conseils fédéraux de recherches. L'ACPPU a déclaré que ses membres devaient savoir pourquoi le gouvernement ne dénonçait pas les razzias injustifiées sur les coffres de l'État et pourquoi il n'avait pas empêché le mauvais emploi du programme.

L'ACPPU a également fait remarquer que ces mêmes personnes qui puisent dans le Trésor public n'ont de cesse de prononcer des allocutions sur la manière de réduire le déficit en s'attaquant au financement des programmes sociaux et de l'éducation. ■

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HIGHLIGHTS

Tuition Fees in the 1990s

From 1989-90 to 1994-95, tuition fees have increased by 76.7%, CPI has increased by 11.4%, and fees in American public universities have increased by 50.9%.

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Former CAUT President Elected to Royal Society

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1994 Sarah Shorten Award Recipient

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Royal Roads Funded as Civilian College

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It's Time to Think About Your Retirement

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1994 Thérèse F.-Casgrain Fellowship Winner

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Guidelines for Complainants

The CAUT Academic Freedom and Tenure Committee has prepared a short document, "Guidelines For Complainants," on how best to prepare a complaint for consideration by the Committee.

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M. Fred Wilson, ex-président de l'ACPPU, accède à la Société royale du Canada

■

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Mary Lou Dietz - Lauréate du prix Sarah-Shorten de 1994

■

Le régime de prêts remboursables selon le revenu

Dans l'un de ses messages qu'elle a livrés au Comité permanent sur le développement des ressources humaines le 19 décembre dernier, l'ACPPU, par la voix de sa présidente Joyce Lorimer, a déclaré son opposition au projet de régime fédéral de prêts d'études dont le remboursement serait fonction du revenu. Ce régime aurait pour conséquence de faire doubler les frais de scolarités en deux ans.

Voir L'ACPPU CONTRE... Page 6

■

Directives à l'intention des plaignants

Le Comité de la liberté universitaire et de la permanence de l'emploi a rédigé un court document intitulé «Directives à l'intention des plaignants»

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■

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L'offensive de Cooke mieux vaut tard que jamais

LETTERS COURRIER

Helping Maclean's rate 'dismays' professor

I continue to be dismayed by the positive attention given to *Maclean's Rating of Universities* even by those who should and frequently do know better. Among the latter are university presidents of institutions flattered by the ratings, who support this grossly misleading exercise for less than noble reasons.

I do not wish to repeat some of the well publicized methodological shortcomings, some of which I have myself written about in connection with last year's ratings in an opinion piece in the CAUT *Bulletin*. This time I shall address just one particular aspect of the published rating that demonstrates the intellectual bankruptcy of many of those who are alleged to be our "public leaders," i.e. the bulk of those 1,040 prominent citizens who participated in the survey conducted by *Maclean's* and were willing to answer questions on the reputation of universities, matters about which they had insufficient first-hand information to make meaningful assessments.

We may take it for granted that most of these 1,040 people have, at best, an intimate in-depth knowledge of perhaps two or three of the institutions on whose reputation they were passing judgement and some superficial knowledge about another half dozen or so. At worst, they have no in-depth knowledge about any of these institutions. Thus in almost all cases the answers in the survey are based on first of all hearsay, then selective anecdotal evidence and unchecked information provided by public relations agents (including fund-raising presidents), and finally such other unreliable sources as what is often referred to as the "grape vine" or the "rumour mill."

Yet, in spite of the utter absence of substantial and reliable knowledge about most of the institutions rated in this exercise, this cohort of "public leaders" was willing to pretend their opinions had significance and meaning, not because they knew the institutions in question really well, but merely because of their own prominent position, which put them on the list of those asked for their opinion. They should be ashamed of having lent their own prominent status to so questionable an exercise.

I can only hope that the majority of people asked by *Maclean's* for their opinions recognized their limitations and refused to answer. I know some of them and they are deserving of our admiration for their integrity. That *Maclean's* found 1,040 "public leaders" willing to make judgements in the absence of solid evidence is frightening. If that lack of recognition of one's limitations is indicative of how these people conduct their professional affairs, we in Canada are in deep trouble indeed.

KLAUS E. RIECKHOFF
Professor Emeritus, Physics, Simon Fraser University

Reader says 'market is the messenger'

Responding to Dr. Arthur's evaluation of the Smith Report on university teaching (CAUT *Bulletin*, January 1994) John McMurtry laments universities "everywhere reconceiving themselves in commercial market terms" (CAUT *Bulletin*, March 1994). Learning, he claims is the sole criterion for evaluating teaching. But what is the testing ground of learning? If universities claim their graduates have "learnt" should society not have recourse to the confirmation of professional performance? How else to evaluate the evaluators?

Surely academic autonomy has nothing to fear from the applications of its own curriculum. And is that not the point of the "administrative perceptions" and "political reports" McMurtry deplores?

McMurtry's 60's style market-bashing has completely worn out its welcome in the *fin de siècle*. We need to prepare students for the consumerist currency of an intense technocracy. And that on three counts.

First, we need to ensure that students direct their ratiocinative skills (McMurtry's "reasoning, writing and comprehension of university subjects of inquiry") into social enhancement. What would McMurtry say of intellectual sophisticates who dedicate themselves to the postgraduate perfection of racialized and genderized practice? (How 'bout them "perceptions"?) Would he say: what they do with their learning is their business? We say they have not learnt.

Next we need graduates who grasp the import of productivity for our Houses of Culture. Without broad-based marketism the soulcraft of the nation would fall into the hands of a diabolical elite.

Finally, our teaching needs to be in full-blooded symbiotic relationship with the media so that an increasingly uninformed powerful influence does not come to pose a fatal threat to our very existence. The market is our messenger. We need to ensure that it is the right message that gets across and that gets implemented in public policy.

A. OLUWATOYIN
Vancouver, B.C.

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Your Pension Plan: Who Owns the Surplus?

BY DIANE H. MacLEAN

RECENT COURT DECISIONS make it clear that the wording of pension plan documents is crucial. If you believe, as a member of a faculty pension plan, that you are entitled to the surplus assets in the plan and that the employer cannot make use of these monies, then make sure that the plan clearly says so. What you believe your rights are may not accord with your rights in law.

The decision of the Supreme Court of Canada in *Schmidt vs. Air Products Canada Limited* in June of 1994, is a timely reminder of the need to periodically review your pension plan to ensure it actually provides what has been promised. The Air Products Canada Plan was the result of a merger of two plans, the Catalytic Plan and the Sterns Plan. Upon the termination of the Air Products Canada plan, all members claimed ownership of the remaining surplus assets, and also tried to recover the value of assets which had been used to fund the employer's current contributions to the plan.

The Supreme Court of Canada decided that former members of the Catalytic plan owned the surplus assets attributable to that plan, but that former members of the Sterns plan had no claim to the surplus assets. Further, neither group of members could prevent the employer from using these surplus assets to fund employer contributions.

The essence of a pension plan is a promise to pay certain benefits upon retirement. There are two kinds of pension plans, and only one of these kinds of plan will have surplus assets. This kind of plan is called a defined benefit plan.* In this kind of plan, benefits are determined by a formula in the plan. In most faculty plans, benefits are based on earnings and years of service, for example, two per cent of the average annual salary times years of service. These plans can be financed by employer contributions only or, more commonly, by employer and employee contributions.

Legislation regulating pension plans normally requires the employer to fund the plan so that there will be enough money in the plan to pay all benefits. Every three years or so, an actuary estimates the cost of funding the benefits and advises the employer of the amount the employer should contribute to the plan.

In order to estimate the cost of benefits, the actuary has to make a number of assumptions about the future, for example, the rate of return on investment, mortality rates, turnover rates, and the size of the workforce. Very rarely will all of these assumptions be exactly correct. In any given year, the employer may have made an undercontribution or an overcontribution to the plan. If an undercontribution has been made, the plan will have an unfunded liability. If an overcontribution has been made, the fund will have surplus assets.

If there is an unfunded liability, provincial regulations require this amount to be made up (amortized) over a certain number of years. If there are surplus assets, provincial legislation will allow these assets to be used to fund current employer contributions to the plan unless the terms of the plan prohibit this practice. This is called a "contribution holiday." However, there is nothing in provincial legislation which requires surplus assets to be used in this manner. These assets can also be used to provide a "contribution holiday" to employees or to increase benefits. (Note that there will be income tax consequences to any of these options).

If a plan terminates, there can also be a dispute over the ownership of surplus assets. Both employers and employees have credible arguments as to why they should be entitled to the surplus. In simple terms, employers believe that if they are required by law to make further contributions to pay for an unfunded liability when the actuary has underestimated required contributions, then they should have the use of surplus assets when the actuary has overestimated required contributions. After all, it is argued, the employee is still receiving the benefit promised in the pension plan.

The other side of the argument is that any monies contributed to the plan are for the sole benefit of the employees and their beneficiaries. Further, employees may have agreed to forgo increases in wages and other benefits, because of contributions being made to the pension plan by the employer. Finally, if employees also make contributions to the plan, it can be argued that they should receive a share of the surplus assets.

If the matter goes to court, the judge will try to determine what the parties intended by carefully considering the terms of the original pension plan documents. The judge must also examine any amendments made to these documents and consider whether such amendments are valid. If an employer has made improper amendments to a pension plan, then the fact that a current version of the plan does not include reference to certain employee rights will not operate to eliminate those rights.

The Supreme Court of Canada decision in *Schmidt* makes it clear that, in many cases, the ownership of surplus assets on plan termination, will turn on whether or not the pension plan is to be construed as a trust or as a contract. This is determined by gleaning the intention of the parties from the pension documents as a whole. Are words such as "trust," "trustee" or "trust fund" used?

If a trust has been created, then, unless the employer explicitly reserves the right to recover some of the plan assets at the outset, the plan cannot be amended to give the employer right to a surplus. This principle applies even if the plan contains a clause giving the employer a very broad power of amendment.

In the *Schmidt* case, the judge construed the former Catalytic plan as a trust, while the Sterns plan was construed as a contract. The merged plan had been amended so that the employer had the right to any surplus remaining upon plan termination. Although the original documents in the Catalytic plan contained a very broad amending power, the Court held that this amendment was not valid, because the employer had not explicitly reserved a right to recover a portion of the surplus assets from the outset of the plan. Therefore the former members of the Catalytic plan had a right to the surplus assets upon plan termination.

On the other hand, the Sterns plan was construed as a contract and did not have the protections provided by trust law. Although this plan had clauses limiting the diversion of plan assets to the employer, the Court, on examining the plan as a whole, held that the former members of the Sterns plan did not have a right to the surplus. The 1970 version of the plan considered by the Supreme Court to be the "original" document for purposes of the case also included a specific provision permitting surplus to be paid to the employer on plan termination.

The *Schmidt* case makes it clear that, even if employees have a right to all or a part of surplus assets upon plan termination, this does not guarantee that the employees can control the use of surplus assets while the plan is ongoing. The courts will look at the wording of the pension plan to ascertain the intentions of the parties. Do the pension plan documents explicitly or implicitly contemplate the employer taking a contribution holiday?

A clause under consideration by the Ontario Court of Justice in the *Trent University Faculty Association vs. Trent University* decision was: "*...the University shall deposit each year into the Fund the balance of the cost of benefits earned that year, after allowing for Member's Required Contributions.*" The court held that this clause required the employer's contribution to be determined independently of any consideration of surplus assets. Therefore the employer could not take a contribution holiday.

For comparison, consider the clause examined by the Ontario Court of Justice in the *Maurer vs. McMaster University* decision: "*The University shall pay into the Fund each year the amount required to fund fully the current service cost of the Plan, as determined by the Actuary, after allowing for the Members' required contributions.*"

The employees argued that the phrase "as determined by the Actuary," modified current service cost only, and the only role of the Actuary was to determine this cost. The employer, on the other hand, argued that the phrase "as determined by an actuary" modified the whole phrase "the amount required to fund fully the current service cost." Since it is standard actuarial practice for the actuary to take surplus assets into account when determining the contributions required by the employer to fund

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TAX FACTS

RRSP Planning for Move to U.S.

BY STEVEN DYCK

As increasing numbers of Canadians consider retirement or careers in the United States, they often ask about the status of the RRSPs left in Canada. There are several important considerations, depending on whether the move to the U.S. is permanent or only for a few years.

As an American-resident taxpayer, the Canadian RRSP-holder should remember that income accruing on it is not exempt under American law, but only under the Canada-U.S. tax treaty. The IRS expects accruing income to be reported on a letter attached to your American return, specifying the financial institution and plan account number, current year earnings, total earnings to date in the plan, and the plan's value. Given these rules, most Canadians considering a temporary move to the U.S. will not collapse their RRSP.

If you plan to give up Canadian tax residency permanently and cash in your RRSP, the first requirement is to be sure you have met the criteria for ensuring tax residency is truly surrendered. That done, lump-sum withdrawals are subject to a 25 per cent withholding tax.

If the plan is converted to an annuity, periodic payments are taxed at 15 per cent. Most of these withholding taxes will not be available as tax credits against American income. Determining the portion available for a U.S. credit requires expert U.S. advice.

The temptation for some is to visit the financial institution in person, withdrawing just under $5,000 each time and paying the small-withdrawal 10 per cent withholding tax, until the plan is cashed in. But the 10 per cent rate is only for Canadian residents, so Revenue Canada can then declare the taxpayer a Canadian resident, and thus taxable on all world income (including U.S. salary).

Similarly risky is any attempt to withdraw $6,450 in a year (Canada's taxable income threshold) and then report the withdrawal as the only Canadian-source income and claim back the tax, unless the taxpayer has no other sources of world income.

Because U.S. rules do not allow rollovers to tax-sheltered U.S. retirement plans, the best option even for Canadians permanently leaving may be to leave their funds in their RRSP and protect themselves from currency fluctuations by holding eligible U.S.-dollar denominated assets in their RRSP. ■

(Steven Dyck, C.A., is senior manager with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

Bargaining Committee Explains its Role

THE 37TH MEETING OF the CAUT Council was held in Ottawa on Nov. 25 to 27. This marked the first of two meetings to be held this year under the new structure stemming from reintegration of collective bargaining services into the core functions of CAUT.

The meeting was highlighted by three special sessions. On Friday, Council delegates benefited from a review of CAUT services in the area of collective bargaining. The chair of the new Collective Bargaining/Economic Benefits Committee, George De Benedetti, along with CAUT staff Kevin Banks and Maureen Kilgour explained many of the services provided by the committee and staff in this area, particularly noting progress that is being made on the collective agreement data base and the arbitration index. ■

Performance Indicators

FOLLOWING THIS SESsion, Council delegates considered the question of performance indicators. Bill Bruneau, CAUT Vice-President and chair of an ad hoc committee of the Executive examining issues related to accountability and performance indicators, led the plenary discussion. Delegates then moved to break-out rooms to discuss these issues in smaller groups. The results of these discussions will be reviewed by the ad hoc committee as it works to develop strategy to deal with this hot topic. ■

Dispute Resolution

ON SATURDAY, A SPEcial session on Academic Freedom & Tenure and dispute resolution in the Canadian university system was held. Roger Gannon, chair of the AF&T Committee, Patrick O'Neil, member of the AF&T Committee and Mariette Blanchette, secretary to the committee, explained the role of the AF&T Committee and helped Council to understand the process to be followed before asking the committee for assistance. ■

Council Adopts Policy on Trusteeships

TRUSTEESHIP ARRANGEments or threats of trusteeship appear to becoming more common in Canadian universities. Such arrangements usually mean at a minimum that the head of a department, faculty or library is imposed temporarily rather than chosen through the normal collegial structures because the department or faculty is judged incapable of governing itself.

Trusteeship can also mean that some or all of the collegial structures are suspended. As a consequence trusteeship can seriously affect contractual decisions about individuals in the affected department or faculty.

To address these concerns, at its meeting in November CAUT Council adopted a policy on Trusteeships of Departments, Faculties and Libraries. The policy will provide needed guidelines that CAUT staff and officers may point to when provincial governments or others propose trusteeships on university departments, faculties and libraries. ■

Policy Statement on Trusteeship of Departments, Faculties and Libraries

1. Trusteeship means the imposition on a department of a chair or the imposition on a faculty of a dean or the imposition on a library of a chief librarian without the normal consultative or elective procedures and the provision of powers to such chairs/deans/chief librarians to administer the department/faculty/library in question, but excludes the routine appointments of acting chairs, deans, or chief librarians in the event of the temporary absence of the usual incumbent.

2. Trusteeship should only be imposed when there is clear, persuasive and openly available public evidence that a department or faculty or library cannot carry out its major academic or financial business according to normal academic or financial practice.

3. Trusteeship should only be declared or imposed by the senate or senior academic body and only by a two-thirds majority.

4. The senate or senior academic body should only declare trusteeship after an investigation by a senate committee whose membership and terms of reference are mutually agreeable to the administration and the faculty association and which so recommends in writing with reasons.

5. The hearings of the senate subcommittee should be held in public unless there are legitimate legal reasons for holding it in camera. Interested parties should receive due and appropriate notice of any hearing dates. In any event members of the department concerned should have the right to be present to hear all the evidence and should have the opportunity individually or collectively to submit their views and to refute other testimony that they might wish to make. The president of the faculty association or his/her delegate should also have the right to attend all sessions whether open or in camera and to make a presentation.

6. The trustee(s) should be academics of recognized standing. They should be independent and should not be linked to members or groups of members in the department or faculty or library affected.

7. The senate or senior academic body should specify the powers of the trustee(s). In the first instance, the trustee(s) should be empowered to administer the department or faculty or library according to the procedures and administrative norms of the department or faculty. If that proves impossible, then the senate should specify such powers as may be necessary for the proper administration of the department.

8. Trusteeship should be limited to the shortest period necessary. The senate or senior academic body should set a time limit for the trusteeship and should require a written report from the trustee(s) periodically during the academic year.

9. Trusteeship does not permit the abrogation of procedural safeguards in the handling of contract decisions about academic staff. These should conform to the CAUT policy statements on academic freedom and tenure.

(Approved by Council, November 1994)

Social Policy Reform

A CONSIDERABLE AMOUNT of time was also devoted to discussion of the recent federal government proposals on social reform as it relates to the funding of post-secondary education and research. ■

Former CAUT President Elected to Royal Society

DR. FRED WILSON OF the Department of Philosophy, University of Toronto, was inducted to the Royal Society of Canada during a formal ceremony which took place at Rideau Hall on October 14. Fred Wilson served as President of CAUT during 1991-92.

Dr. Wilson was cited for his work as one of the most influential and widely respected philosophers in Canada.

As a newly elected fellow, Dr. Wilson joins a distinguished group which includes former Supreme Court Justice Bertha Wilson and Nobel Laureate in Chemistry Michael Smith. ■

Un ex-président de l'ACPPU accède à la Société royale du Canada

M. FRED WILSON, PROfesseur au département de philosophie de l'Université de Toronto, a été accueilli au sein de la Société royale du Canada lors d'une cérémonie officielle à Rideau Hall, le 14 octobre dernier. M. Fred Wilson a assumé la présidence de l'ACPPU en 1991-1992.

On a reconnu M. Wilson pour ses travaux et comme l'un des philosophes les plus respectés et les plus influents au Canada.

À titre de nouveau membre de la Société royale, M. Wilson se joint à un éminent groupe dont font partie l'ancienne juge de la Cour suprême, Bertha Wilson, et un lauréat du prix Nobel de chimie, Michael Smith. ■

Le Conseil adopte un énoncé de principes sur la mise sous tutelle

LES ACCORDS DE TUTELLE ou les menaces de tutelle semblent de plus en plus fréquents au sein des universités canadiennes. Ces dispositions sont habituellement prises lorsque la capacité d'un département, d'une faculté ou d'une bibliothèque de gérer ses affaires est mise en doute. En de telles circonstances, on impose un directeur de département, un doyen de faculté ou un bibliothécaire en chef temporaire plutôt que de le choisir au moyen des structures collégiales usuelles.

La tutelle peut également se traduire par une suspension partielle ou totale de certaines structures collégiales. Ainsi, la tutelle peut affecter considérablement les décisions concernant les contrats des employés du département, de la faculté ou de la bibliothèque en cause.

Lors de son assemblée de novembre dernier, le Conseil de l'ACPPU a adopté un énoncé de principes sur la mise sous tutelle des départements, des facultés et des bibliothéques pour traiter de ces questions. L'énoncé offre aux dirigeants et au personnel de l'ACPPU les lignes directrices dont ils avaient besoin et qu'ils pourront invoquer lorsque les gouvernements provinciaux ou autres proposeront de mettre sous tutelle des départements, facultés ou bibliothéques universitaires. ■

Énoncé de principes sur la mise sous tutelle des départements, des facultés et des bibliothèques

1. La tutelle est l'imposition d'un directeur à un département, d'un doyen à une faculté ou d'un bibliothécaire en chef à une bibliothéque sans le recours aux procédures normales de consultation ou d'élection. Avec la mise sous tutelle, le directeur, le doyen ou le bibliothécaire en chef ainsi imposé est investi du pouvoir d'administrer le département, la faculté ou la bibliothéque en cause. Toutefois, la mise sous tutelle ne s'applique pas aux nominations courantes de directeurs, doyens ou bibliothécaires en chef à un poste dont le titulaire habituel est temporairement absent.

2. La tutelle devrait être imposée seulement lorsqu'il ne fait aucun doute et qu'il est connu publiquement, avec des preuves accessibles á tous, qu'un département, une faculté ou une bibliothéque ne peut administrer ses principales affaires, pédagogiques ou financiéres, selon la pratique normale.

3. Seul le conseil d'université ou l'instance supérieure de l'université devrait déclarer ou imposer la tutelle, et ce, avec la majorité des deux tiers.

4. Le sénat ou l'instance supérieure devrait déclarer la mise sous tutelle seulement aprés la tenue d'une enquête par un comité du conseil d'université qui a conclu en ce sens dans un rapport écrit avec motifs à l'appui. L'administration et l'association de professeurs se seront entendus au préalable sur la composition et le mandat de ce comité.

5. Les audiences du sous-comité du conseil d'université sont publiques à moins que des motifs juridiques, légitimes et convaincants n'obligent de les tenir à huis-clos. Les parties intéressées devraient recevoir un avis opportun et raisonnable des dates de l'audience. Quoi qu'il en soit, les membres du département touché devraient avoir le droit d'assister à l'audition de toute la preuve. Ils devraient en outre avoir l'occasion de témoigner personnellement ou collectivement et de réfuter d'autres témoignages s'ils le souhaitent. Le président de l'association des professeurs, ou son délégué, devrait également avoir le droit d'assister à toutes les séances, qu'elles soient publiques ou non, et de témoigner.

6. L'administrateur ou les administrateurs devraient être des universitaires dont le statut est reconnu. Ils devraient être indépendants et ne devraient pas être liés à des membres ou à des groupes de membres du département, de la faculté ou de la bibliothéque en cause.

7. Le conseil d'université ou l'instance supérieure devrait préciser les pouvoirs de l'administrateur ou des administrateurs. En premier lieu, l'administrateur ou les administrateurs devraient être habilités à administrer le département, la faculté ou la bibliothéque selon les procédures et les normes administratives du département ou de la faculté. Si la chose s'avére impossible, le conseil d'université devrait alors préciser les pouvoirs qui peuvent être nécessaires à la bonne administration du département.

8. La période de la tutelle devrait être la plus courte possible. Le conseil d'université ou l'instance supérieure devrait déterminer la durée de la tutelle et devrait exiger un rapport écrit périodique de l'administrateur ou des administrateurs pendant l'année universitaire.

9. La mise sous tutelle ne permet pas l'annulation des garanties offertes par la procédure dans les décisions relatives aux contrats du corps universitaire. Il faut se conformer aux énoncés de principes de l'ACPPU en matiére de liberté universitaire et de permanence.

(Approuvé par le Conseil, Novembre 1994.)

La réforme de la politique sociale

LES DÉLÉGUÉS ONT ÉGAlement consacré beaucoup de temps á discuter des récentes propositions du gouvernement fédéral pour réformer les programmes sociaux et se sont surtout attardés á ce qui touchait le financement de la recherche et de l'enseignement postsecondaire. ■

Le Comité de la négociation collective explique son rôle

LE CONSEIL DE L'ACPPU a tenu sa 37e assemblée à Ottawa du 25 au 27 novembre. Il s'agissait de la premiére des deux assemblées qui auront lieu cette année en vertu de la nouvelle structure découlant du retour des services de négociation collective aux services de base de l'ACPPU.

Trois séances extraordinaires ont dominé l'assemblée. Le vendredi, les délégués du Conseil ont eu droit à un examen des services offerts par l'ACPPU dans le domaine de la négociation collective. Le président du Comité de la négociation collective et des avantages économiques, George De Benedetti, ainsi que deux membres du personnel de l'ACPPU, Kevin Banks et Maureen Kilgour, ont expliqué nombre des services qu'offrent le comité et le personnel dans le domaine. Ils ont particuliérement souligné les progrès accomplis pour la base de données de conventions collectives et l'index de causes d'arbitrage. ■

Les indicateurs de rendement

LES DÉLÉGUÉS Á L'ASSEMblée du Conseil ont étudié la question des indicateurs de rendement. Bill Bruneau, *vice-président de l'ACPPU et président* du comité spécial du Comité de direction chargé d'examiner les problémes touchant l'imputabilité et les indicateurs de rendement, a animé la plénitére. Les délégués se sont ensuite réunis en petits groupes dans des salles de discussion. Le comité spécial étudiera *les conclusions des discussions* au fur et á mesure de l'élaboration d'une sttatégie pour traiter de cette question brûlante. ■

Le règlement de litiges

LE COMITÉ DE LA LIBERTÉ universitaire et de la permanence de l'emploi a tenu le samedi une séance extraordinaire sur la liberté universitaire, la permanence et le réglement de litiges. Roger Gannon, président du CLUPE, Patrick O'Neil, membre du CLUPE, et Mariette Blanchette, secrétaire du comité, ont expliqué le rôle du comité et ont aidé les délégués á comprendre la marche à suivre avant de demander l'aide du comité. ■

Sarah Shorten Award Recipient

CAUT PRESIDENT JOYCE Lorimer (right) presents Mary Lou Dietz of the University of Windsor with the 1994 Sarah Shorten Award in recognition of her outstanding achievements in the promotion of the advancement of women in Canadian universities. ■

PRIX Sarah-Shorten AWARD

Lauréate du prix Sarah-Shorten

LA PRÉSIDENTE DE l'ACPPU, Joyce Lorimer (á droite), remet á Mary Lou Dietz, de l'Université Windsor, le prix Sarah-Shorten de 1994 en reconnaissance de ses réalisations exceptionnelles pour la promotion de l'avancement des femmes dans les universités canadiennes. ■

Banks Raid the Treasury

IN DECEMBER THE *GLOBE and Mail* reported that the major Canadian banks had discovered loopholes in the federal tax credit for scientific research and experimental development. The banks, it suggested, were claiming up to $300 million for projects which were part of their normal internal information systems and which they would have done in any event.

The banks were quoted as saying that it was all perfectly legal.

The story noted there was now a new breed of consultant who helped companies to claim the credit, however loosely the work might be connected to what ordinary Canadians would consider real research. That has caused many companies to join the bandwagon.

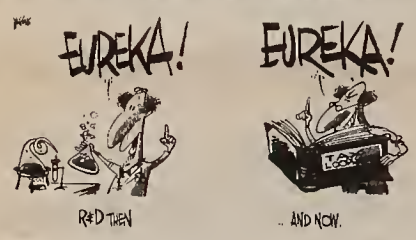
As of June 30, $1.2 billion in claims were being processed, and the number was mounting thereafter. The *Globe* reporter noted that one such successful claimant was a brew pub and restaurant which had developed strawberry-flavoured beer and a private label spaghetti sauce.

The Auditor-General had already warned of a deluge of claims. One expert was quoted by the *Globe and Mail* as saying the scams would rival the equally ill-fated tax credit offered by the Trudeau government.

CAUT wrote to the federal government protesting the misuse of the funds through these loopholes. It suggested the tax credit was, in fact, useful when it was restricted to promoting true science and engineering projects such as the collaborations between the private sector and the scientific faculties of universities.

But it said that it was outraged that the government supinely allowed these questionable claims while at the same time it was planning to cut the budgets of the three federal granting councils. "...Our members want to know," wrote CAUT, "why the government does not denounce the unjustified raids on the Treasury and why it has not blocked the misuse of the program."

It also noted that the very people who were raiding the Treasury were constantly giving speeches about how the deficit should be reduced by attacking the funding of social programs and education. ■



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L'ACPPU contre le régime de prêts remboursables selon le revenu

DANS L'UN DE SES MESsages qu'elle a livrés au Comité permanent sur le développement des ressources humaines le 19 décembre dernier, l'ACPPU, par la voix de sa présidente Joyce Lorimer, a déclaré son opposition au projet de régime fédéral de prêts d'études dont le remboursement serait fonction du revenu. Ce régime aurait pour conséquence de faire doubler les frais de scolarités en deux ans.

L'ACPPU a également prôné:

• le maintien des paiements de transferr actuels (FPE) grâce auxquels Ottawa dépense 2,6 milliards de dollars. Il faudrait toutefois réformer le FPE pour que les deniers publics soient obligatoirement dépensés au titre de l'enseignement postsecondaire et pour que chaque gouvernement provincial soit tenu de conserver son niveau actuel de soutien;

• la reptise du partage des coûts avec les provinces, un principe qui régissait les paiements de transfert avant 1976, pourrait être une solution de rechange au FPE;

• la réaffectation des fonds à un groupe de programmes réservés à la recherche et à l'aide financière aux étudiants, secteurs où le gouvernement fédéral joue depuis longtemps un rôle important et reconnu, pourrait être une autre solution au FPE.

Dans le cas de la dernière solution, l'ACPPU recommande que le gouvernement fédéral assume en partie ou en totalité les coûts indirects des subventions de recherches fédérales et qu'il améliore également considérablement les programmes de recherches des petites universités, qu'il aide les bibliothèques universitaires et qu'il contribue à financer la recherche sur l'équité.

Frais de scolarité 1989 à 1995

De 1989-1990 à 1994-1995, les frais de scolarité ont augmenté de 76,7 p 100, l'Indice des prix à la consommation a augmenté de 11,4 p. 100 et les frais de scolarité des universités publiques américaines ont grimpé de 50,9 p. 100.

Cette mesure permettrait d'affecter les crédits à plus d'universités que présentement, alors qu'une poignée d'entre elles domine la recherche univetsitaire la plus onéreuse. À ce chapitre, la position de l'ACPPU diffère de celle de l'AUCC qui soutient que seuls les frais indirects de la recherche devraient être subventionnés.

D'où proviendraient les sommes nécessaires? Depuis de nombreuses années, l'ACPPU estime que les universités devraient être financées à même un régime fiscal progressif et équitable. On pourrait y parvenir en mettant fin aux échapparoires fiscales et aux exemptions prévues par la loi sur l'impôt actuelle et, au besoin, en imposant davantage les employeurs et les particuliers.

En ce qui concetne le régime de remboursement des prêts d'études en fonction du revenu, l'ACPPU s'est principalement opposée au coût des intérêts qu'il entraînerait. La majorité des personnes ayant participé au débat sait que ce genre de régime permet le remboursement du capital en fonction du revenu gagné après l'obtention du grade. Les personnes sans revenu ou sous un certain seuil de revenu n'ont pas à rembourser leurs prêts tant que leurs gains n'atteignent pas un niveau précis, ce qui semble équitable.

Cependant, les intérêts continuent de s'accumuler, peu importe le revenu. Si un étudiant ou une étudiante, par exemple, emprunte 20 000 $ pour payer le niveau de frais de scolarité proposé par la réforme Axworthy, si les taux d'intérêt sont de 8.2 p. 100 et si cette personne gagne pendant 15 ans un revenu inférieur au seuil fixé, puis qu'elle le dépasse par la suite, elle devra au total 68 139 $.

En règle générale, on appelle ce problème l'effet négatif de la dot. D'aucuns soutiennent que l'on peut le régler en accordant pendant un certain temps une exonération d'intérêts aux femmes ayant des enfants. Les coûts du régime s'en trouveraient par contre haussés et les autres étudiants ou le gouvernement seraient forcés de les assumer. Puisque l'intention du régime est que les étudiants le financent eux-mêmes, il se pourrait qu'ils demandent pourquoi ils devraient payer plus cher pour celles choisissant d'avoir des enfants.

L'ACPPU a fait remarquer un certain parallele entre ce régime et l'impôt sur le revenu qui, à l'origine, devait être une mesure temporaire.

Le gouvernement australien a mis en oeuvre le même genre de régime en promettant que le niveau des frais de scolarité ne dépasserait pas l'inflation. Après un an seulement, la promesse ne tenait plus. Les étudiants australiens ont appris à leurs dépens qu'un régime de remboursement des ptêts en fonction du revenu n'était pas fixe. Le seuil, le pourcentage payé sur les prêts, le remboursement des intérêts et le délai de remboursement peuvent varier. Le gouvernement australien se penche présentemnt sur tous ces aspects.

L'ACPPU a également soulevé le problème des études supérieures. D'après des études, les étudiants des 2^{e} et 3^{e} cycles sont issus de familles dont le revenu est supérieur à la moyenne. D'après l'ACPPU, cette tendance va certainement s'accentuer si les frais de scolarité des études supérieures doublent également et l'endettement des étudiants grimpe en flèche. L'Australie, que l'on invoque habituellement pour ce genre de programme, a dû appliquer une exemption pour les bourses d'études supérieures qui augmente les coûts et la complexité du régime.

Le comité du gouvernement fédéral a entendu des témoignages d'un bout à l'autre du pays pendant les deux derniers mois. Selon des rumeurs persistantes, il songerait à abandonner en tout ou en partie le projet de prêts d'études remboursable selon le revenu qui est la pierre angulaire du livre vert.

Le milieu universitaire est divisé au sujet de ce projet. L'AUCC appuie fortement le principe mais propose une application moins draconienne que celle du gouvernement. La Fédération canadienne des étudiantes et étudiants, quant à elle, s'opposent au projet fédéral.

De nombreuses associations locales et provinciales ont témoigné devant le comité à mesure qu'il sillonnait le pays. Il ne fait pas de doute que le gouvernement a été étonné de la tempête de protestations déclenchée par le milieu universitaire.

Le comité prévoit rédiger son rapport en janvier, le présenter au ministre des Finances à la fin du mois et le rendre public pendant la première semaine de février. ■

Your Pension Plan

FROM PAGE 3

the plan, it was argued that the plan allowed a contribution holiday. The judge accepted this reasoning. The case is now on appeal.

These cases also make it clear that it is not prudent to rely on promises made in other documents. In the *Schmidt* case, the Sterns employees relied on a company brochure which stated the employers intention to distribute the surplus assets to employees. The court did not view the statements in the brochure as creating a binding promise to the employees. However, the issue of promises outside a plan text was not fully explored in the Air Products case, and did not represent the "whole story" for such documents. There simply was no evidence before the Court. Apparently there was a simple reference in an affidavit to the fact that the brochure existed without any further elaboration as to whether employees received it or read it. It would be dangerous to rely on any statement the Court might have made in these circumstances.

It is preferable to have cleat language in the pension document itself regarding the allocation of surplus assets. If there is no such language, the entitlement of employees to surplus assets and a right to a say on how these assets are allocated will not be certain.

There are other situations where the law is unclear and these situations should be addressed in your plan. These include the allocation of surplus assets when there is a conversion from defined benefit to a defined contribution plan and the allocation of surplus assets on a partial plan termination. A partial plan termination can occur if a faculty or professional school is discontinued or transferred to another institution. If these events occur, and the plan does not contain adequate safeguards, the employees' interests may not be protected. ■

(Diane MacLean is a lawyer from Burnaby, B.C. who is familiar with pension issues. Readers should note the material presented herein is expressed in general terms. The provisions of any individual pension plan must be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

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*The other kind of plan is called a "defined contribution" or "money purchase" plan. In this kind of plan, employee and employer contributions are invested and the amount accruing to each individual employee is accounted for separately. On retirement, the employee receives benefits based on the income that can be purchased from the amount that has accrued in the employee's account. The employee will not know the size of the benefit until the date of retirement. If the plan always has been a defined contribution plan, the issue of surplus will never arise, because there will never be a surplus. Whatever is contributed, along with money earned on these contributions, will be used to fund benefits. However, a dispute can occur over the ownership of forfeited contributions. Forfeited contributions arise when an employee terminates employment prior to vesting (prior to having a right to employer's contributions made on the employee's behalf. Depending on the province vesting usually must occur after two or five years of service). It should be noted that many faculty pension plans are "hybrid" plans, that is, a combination of a defined benefit and a defined contribution plan. In this case, surplus asset issues may arise as well.

B.C. Faculty Welcome New Governance Legislation

BY ROSEANNE MORAN

IN JUNE 1994, AFTER over a decade of lobbying successive provincial governments, college and institute sector faculty in British Columbia finally saw the passage of legislation requiring democratically elected and representative governance structures.

The struggle to achieve Bill 22, the College and Institute Amendment Act, has been time-consuming and at times, frustrating. Prior to Bill 22, British Columbia colleges, institutes and university-colleges were governed without any meaningful faculty, staff or student participation. Governing boards were made up solely of government appointees, with most important business being conducted in private and in-camera sessions. Although a number of institutions had voluntarily developed their own forms of representative internal educational advisory bodies, some of which were given significant authority and resources, there was no requirement to do so.

ABOVE: Dan Miller was committed to new governance legislation.

Concerns about the lack of faculty, staff and student participation in educational decision-making had been in the forefront of CIEA lobbying activities for a number of years. However, the introduction of university-colleges in 1989 served to make government take more notice of the situation. Added pressure on government came from the fact that because university-colleges would eventually have the power to confer degrees in their own names, they would be judged alongside other universities as to their governance and educational decision-making structures. Despite greater government awareness that some changes to governance structures in the college and institute sector were needed, no change was imminent at the time of the Fall 1991 provincial election.

When the New Democratic provincial government was elected in October 1991, faculty in the college and institute sector were hopeful that the election of an NDP government would herald some essential governance reforms. Post-secondary education issues were, however, not a top priority for the new government. It was not until August of 1992 that the political wheels started to turn.

As is now common with governments of all political stripes, then Minister, Tom Perry, opted for a review committee to develop recommendations on new governance structures. The review committee included college and institute sector representatives from faculty and staff unions and student organizations, administration representatives, governing board representatives and government representatives. The committee was chaired by Ross Carter, and has become known as the Carter Committee.

In anticipation of a need for additional policy development in the area of governance and effective coordination of activities within CIEA locals, an ad-hoc Committee on Governance was established. CIEA's Committee on Governance has been an invaluable resource, both to CIEA members and to government during the Carter Committee process and through the development and implementation of new legislation.

The Carter Committee presented its final report and recommendations to Minister Perry in May of 1993. The committee process and recommendations were characterized by a good deal of compromise on all sides. Of great significance to CIEA members was the recommendation that changes be entrenched in legislation. It was agreed that institutional governing boards should be expanded to include elected faculty, staff and student representatives and appointed administrators. More division existed on the issue of internal educational governance bodies, called education councils.

From the outset of the Carter process, the Minister made it clear that while government was prepared to offer internal constituencies, and particularly faculty, a greater role in educational decision-making, education councils would not have the same powers as university senates. As a way to create a "middle-ground," the Carter Committee recommended the concept of joint authority, whereby education councils and governing boards would share decision-making power, and have the ability to veto one another in certain areas.

Upon completion of the final report, there appeared to be some degree of agreement among all parties about the concept (if not the scope) of joint authority. The 1993 provincial budget, the summer months, and a sweeping Cabinet shuffle, which saw a new Minister and Deputy Minister responsible for post-secondary education, combined to slow down development of legislation until well into the Fall of 1993.

In the interim, however, the Advanced Education Council of British Columbia (AECBC), which represents college and institute governing boards and presidents, passed a resolution condemning the concept of joint authority. The AECBC brought a significant amount of pressure to bear on government and opposition Members of the Legislative Assembly, encouraging them to reject education councils with anything but advisory authority, especially given there would be faculty, staff and student representatives added to governing boards.

For CIEA members, the entrenchment of key areas of joint authority for education councils was critical, especially given there had already been significant compromise in terms of the recommended issues on which education councils would have joint and advisory powers.

To his credit, Minister of Skills, Training and Labour, Dan Millet, forged ahead with legislation clearly delineating areas of sole, joint and advisory powers for education councils, and stipulating that 50 percent of the members on education councils would be faculty. Under Bill 22, education councils hold sole authority over academic standards and curriculum; in the critical area of articulation, education councils hold joint authority with the board. On other educational issues, councils have the right and responsibility to advise boards.

As CIEA President, Kathy Conroy, noted at the time the new legislation, while far from perfect, represented a major change in governance.

The process of seeing Bill 22 implemented has created a new and difficult set of issues. While the legislation was passed in June, 1994, it will only come into force through an Order in Council by the Lieutenant Governor. That Order is expected in early January.

In the meantime government has indicated that institutions should prepare themselves for elections, and if possible hold elections prior to the Legislation coming into force. Institutional Registrars have legal authority to establish rules and procedures for the conduct of elections, in consultation with the chief officers of representative groups. Decisions must be made about whether elections should be on an at-large basis or by department; about how continuing education faculty and students will participate; and about how to deal with the reality of many short-term students in the system. Predictably, there has been much debate at the institutional level on the election process for board representatives and education council members.

In addition to working out the details of elections and representation under Bill 22, CIEA members have been dealing with an array of proposed new measures to govern the behaviour of institutional board members, including conflict of interest guidelines, a code of conduct and an oath of appointment. Although the situation regarding conflict of interest is currently in flux, the Ministry of Skills, Training and Labour has developed a recommended set of guidelines that recognize the right of constituency representatives to participate fully as governing board members.

As each new twist in the implementing Bill 22 arises, it is clear to CIEA members that the entrenchment of inclusive governance structures in legislation is only the beginning of what will be a long process. ■

(Roseanne Moran is a Staff Representative with CIEA.)

College Institute Educators' Association of British Columbia

The College Institute Educators' Association of B.C. represents the professional and labour relations interests of 5,500 college, institute and university-college faculty in British Columbia. CIEA has a provincial associate membership in CAUT.

ABOVE: CIEA's Committee on Governance — Rob Huxtable (CIEA), Pam Burry (Douglas College) & John Harling (Okanagan University College).

Royal Roads Funded as Civilian College

THE FEDERAL AND PROvincial governments have reached a $25-million deal to maintain B.C.'s Royal Roads Military College as a civilian post-secondary institution. The province will lease the buildings and a small amount of the surrounding land and receive $5 million a year for five years from the federal government to operate the facility.

What kind of institution Royal Roads will become is unclear. The province favours some sort of internationally oriented school, but plans a public consultation process to determine the school's ultimate fate.

The funding of the college also remains uncertain. The first $5 million from Ottawa will cover operating costs for one year, and the remaining $20 million will be used to upgrade the buildings.

"It must be self-sustaining financially to the degree that it's possible," said Skills, Training and Labour Minister Dan Miller. ■

Dean offers text of University of Saskatchewan ruling

You have now published the views of two former officers of the University of Saskatchewan Faculty Association on certain discipline proceedings involving a member of this university's faculty of law.

This appears to be in keeping with the 1992 decision of the faculty association, its lawyer and the faculty member involved, to publicize these proceedings.

A publication addressed to scholars should remind them that the original source may be more illuminating than secondary sources attributable to persons with connections to the parties. Accordingly, I am prepared to make available to your readers, on request, the complete and unabridged text of the arbitrators' decisions. Your readers can then judge for themselves whether those decisions are fully and fairly reported in the accounts published by your journal.

PETER MACKINNON
Dean of Law, University of Saskatchewan
Saskatoon, SK S7N 0W0

Student Affairs there to meet special needs

Re: The editorial Excellence & Equity in Education by President Joyce Lorimer (October 1994).

Lorimer makes a compelling argument for university education being accessible to any student who has the capacity to benefit from it. She is clear that "... more can and should be done in the way of curriculum adjustment and learning assistance to assist the progress of such individuals through the system." She is correct in stating that "over burdened faculty" need support networks to help them respond to special needs students.

Lorimer, unfortunately, does not state that at most post-secondary educational institutions the support network is made up of Student Affairs personnel with expertise in working with special needs students. It is the health services, counselling services, and the disabled students advisors who every day, care for, and advocate for, the physically disabled students and those who are intellectually impaired.

It is often the Student Affairs staff who arrange for personal care support for students who may not be able to attend to their own hygiene; who facilitate the accommodation needs of these special students at exam time; and who help with the frustration and emotional distress brought on by a fast paced environment which severely challenges even our brightest and hardiest students.

Student Affairs departments are being affected by the same budget cuts as other university departments. It is sometimes seductive to think that cuts in this area will not be noticed on campuses.

Many faculty members teaching special needs students went to school when children with disabilities were not integrated into the regular school system. Some faculty members have never talked to, or worked with, anyone with a disability until these students appear in their classroom or tutorial group. As Lorimer emphasizes, they will need support to effectively respond to these students.

I hope there will be adequate Student Affairs personnel around in the future to provide this badly needed support!

MARVEL MILLER EVELYN
Director, University of Calgary Health Services & Past President, Canadian College Health Services Association

Reader says academic freedom not for sale

Professor S.S. Sodhi's letter (on UBC's Chair of Sikh studies) in your December issue leaves me wondering precisely what he believes a university to be — or at least which century he believes himself to be living in. Consider:

"The Sikh community gave $350,000 of their hard-earned money to UBC for this appointment ... matched by the then Fedetal Ministry of Multiculturalism. ...Now the Sikhs of Canada are told that academic freedom must be safeguarded by the university so as to keep its credibility."

What Dr. Sodhi seems to think they should get for their (and our) money is a hired spokesman masquerading as a scholar. What is worse, he seems to expect the administration of UBC to keep this pet poodle in line for him, in total disregard of academic freedom.

But academic freedom and its exercise are what distinguish a scholar from a hired spokesman. The existence of a Chair of Sikh Studies implies that the holder is an objective researcher, publishing what he believes and not what somebody else would like him ro publish. That such a chair exists should be a marrer of pride both for the university and for the Sikh community of Canada.

However, if Dr. Sodhi, or anybody else, would prefer to hire a spokesman, contractually bound to say only what his employer wishes, they may do so — but no reputable university would dignify this position with the title of "Professor," let alone "Chair." The root of academic credibility is academic freedom, and nobody can buy the former without the latter, at any price.

I am not familiar with the holy books of Sikhism, and am not qualified to judge Dr. Oberoi's research. However, Dr. Sodhi has shown no evidence to prove Dr. Oberoi to be in error, or claimed that any exists — he has merely implied that Dr. Oberoi's conclusions go against some peoples' "subjective faith."

Nurturing people's subjective faith is not the business of a university (at least in this century) — it is the business of a church or temple. Universities — including those that were founded by Christian churches — have questioned such matters as the authorship, authority, and style of the Bible for generations now. That is what universities do.

ROBERT DAWSON
Mathematics & Computing Science, St. Mary's University

It's Time to Think About Your Retirement

DEPENDING ON YOUR AGE, RETIREMENT may be 10, 20 or even 30 years away. With daily concerns about living expenses and mortgage or cat payments, it is tempting to forget about the future for a while. But, experts say you should be planning for retirement today. Why? Check out these hard facts:

- if you retire at age 60, you could have more than 1/3 of your lifetime still ahead of you
- experts suggest you will need 65 to 75 per cent of your pre-retirement income to maintain your lifestyle after you retire
- at an inflation rate of four per cent, money today will be worth 1/2 as much in just 18 years
- government benefits today provide just over $10,600 a year, if you qualify for the maximum benefits

In 1960 a loaf of bread cost about 22 cents. Today you pay about $1.39 — that's an increase of 532 per cent in 30 years! In a time of steady inflation, you need to start saving now to ensure financial security for you and your family in the future.

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- tax savings for you today and in the future

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- your contributions are deductible for tax purposes (upto the limits imposed by Revenue Canada)
- interest is earned on the money in the plan tax-free, and the earnings are re-invested in the plan for rapid savings growth
- you only pay tax when you withdraw the money, at a time when your taxable income will probably be lower than today. ■

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Librarians Consider Academic Status

THE CAUT LIBRARIANS' Committee held its third biennial conference in Vancouver Nov. 17 to 19 with numerous sessions designed to raise participants' awareness of the importance of recognizing librarians' academic status at universities across Canada.

Sandra Zuk, University of Winnipeg, opened the conference with the keynote address. She highlighted the role of librarians as colleagues and partners with faculty in the higher education enterprise and emphasized the importance of faculty status in facilitating this partnership through access to release time for research and other scholarly activity.

Zuk warned that faculty are often unclear about librarians' functions; the more so in this time of transition as tasks are offloaded to support staff. Librarians were urged to be more assertive and publicize what they do to the academic community.

She advocated that librarians "get out of the library" and get to know their faculty colleagues through service on faculty committees or any other endeavour which would increase contact with faculty.

Ted Dobb, Chief Librarian at Simon Fraser University, argued in his address that librarians should focus on being first-class citizens in their own profession, rather than third-class citizens in the professoriate. He cautioned that the CAUT model clause on the rights of librarians to conduct research up to 40 per cent of workload was a non-starter. It would lead to the replacement of librarians by library technicians.

He also noted that this is not a good time to get too close to faculty, whose "perks" such as tenure are under attack. Dobb, opposed to term appointments for chief librarians, argued that they do not have the benefits and protections other employees have, and noted the paucity of candidates for such positions.

Joyce Forbes, Lakehead University, speaking on intellectual freedom and the inclusive library, urged librarians to make the widest range of contributions from diverse groups available to users. Members of the audience discussed the challenges inherent in providing increased access to such materials in the light of collection policies tied to the curriculum, and of materials budgets ravaged by currency devaluation and inflation in the publishing industry.

Richard Hiatt, Brock University, addressed issues of academic freedom, status and technology. He noted that librarians are essential partners with faculty, not because they teach and do research, but, more fundamental, librarians and faculty are the institution.

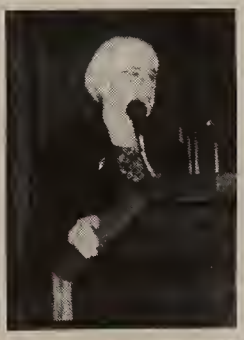
RECOGNITION
LIBRARIANS' ACADEMIC STATUS

The last plenary speaker, Linda Winkler, University of Regina, spoke on retrenchment, outsourcing, and vertical cuts. She discussed in particular the outsourcing of cataloguing to the bibliographic utilities, which are able to create records at a fraction of the cost of professional cataloguers. She expects that the cataloguing function in academic libraries will disappear in her lifetime.

Winkler also addressed growing concerns about the redistribution of work and power down in the hierarchy and the nature of professional work when all staff become "knowledge workers."

Five concurrent sessions were held Nov. 19. Elizabeth Caskey, University of British Columbia, spoke on governance and power, with particular regard to the CAUT-commissioned report of January 1993 on governance and accountability. Participants recommended the Librarians' Committee look more closely at the report and related documents taking into account current realities.

Dorothy Milne, Memorial University, addressed the group on negotiations and contract language.



ABOVE:
Margot Schenk & Sandra Zuk

Photos supplied by Bob Clarke & Bob Moore

She concentrated on language for workload, with examples of what is currently used in contracts, and the pros and cons of the various types. She suggested a broadening of the definition of research to take into account and give credit for the applied nature of the developmental work done by librarians.

Don White, University of Victoria, described academic staff association activities at his university, and examined the concept of academic status in this light. The librarians at UVic have their own association. Many, however, also are members of the faculty association.

ABOVE: Session on Academic Staff Association Activities — one of several sessions held concurrently at the conference.

Discussion focused on problems of trying to impose the concept of collegiality onto a traditional hierarchical structure and of trying to develop and define a focus for the profession.

Joanne Mathews, University of Northern British Columbia, addressed the issue of research and librarians' professional identity pointing out that librarians do more research than they realize. She stressed the need to publish this research. She called for more collaboration between faculty and librarians, and discussed the importance of including research in contract negotiations.

Susan Taylor, Executive Director of the Simon Fraser University Faculty Association, provided an overview of the current situation at SFU with respect to its Special Plan Agreement. She also discussed some of the recent BC Labour legislation affecting libraries.

The wrap-up speaker was BJ Busch, University of Alberta. She summarized and commented on the issues raised throughout the conference. At the next conference in Montreal in 1996 she predicted that the core of academic, professional librarians will continue to shrink with more contracting out, budget reductions, vertical cuts and moves to less staff-intensive services, including electronic reserve, self-service circulation, computer systems for bibliographic instruction and direct access to interlibrary loans.

As the profession retires, positions will be relinquished to meet the stringency taxes of Canadian universities. Fifty-two percent of academic librarians are over 45 at present. The librarians who remain will have new roles and responsibilities. They will harness and shape information technology. They will be managers, not necessarily producers of records, royalty collectors and license administrators.

Busch noted that the increased accountability and effectiveness now demanded of all institutions receiving public money will force libraries to simplify, streamline and make more efficient some current complicated and arcane practices.

Finally, she noted that no other profession has so much to gain or to lose as we move into the 21st century. She cited Patricia Battin's 1982 remark that the quality of the library during the next decade will be more important to the future health and vitality of the university than the quality of the faculty and noted that Battin was premature by 10 years. Busch concluded that the leadership to deal with the challenges already rests within the ranks of our current library staff.

Participants agreed that numerous issues of interest and concern to academic librarianship were yet to be addressed. The Librarians' Committee welcomes suggestions about the program for the March 1996 conference in Montreal. ■

(Report prepared by BJ Busch, Associate Director, Academic Planning and Liaison, University of Alberta Library and Bob Moore, Secretary, CAUT Librarians' Committee)

1994 Thérèse F.-Casgrain Fellowship Winner

JUANNE NANCARROW Clarke, a professor of sociology at Wilfrid Laurier University, has been awarded the 1994 Thérèse F.-Casgrain Fellowship for Research on Women and Social Change in Canada. She will use the $40,000 award for a study on the politicization of breast cancer in Canada.

Action on several fronts in recent years has placed breast cancer care, treatment and research on the national agenda. Health Canada recently committed $25 million to breast cancer research and support over five years. The federal department has also established the Canadian Breast Cancer Research Initiative, a partnership with the National Cancer Institute, the Canadian Cancer Society and the Medical Research Council.

Policy changes in the major cancer research and treatment institutes that now require survivor representation on boards and peer review research panels are an indication of how the support, advocacy and networking groups of breast cancer sufferers and survivors have managed to bring about change. The people and complex issues behind this movement for social change are the focus of Professor Nancarrow Clarke's study. ■

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Le droit d'auteur et les arts visuels

PAR CLAUDE COSSETTE

LA COALITION DES CREAteurs et titulaires de droits d'auteur faisait paraître une annonce d'une pleine page dans *Le Devoir* du 4 juillet. La Coalition intitulait son texte «Le droit d'auteur: une question de pain et de beurre. Lettre ouverte à monsieur Jean Chrétien, premier ministre du Canada».

DÉFENSE OU AUTOMUTILATION?

La Coalition prend les grands moyens pour défendre ses auteurs et leurs droits. Et c'est normal: ce droit de propriété moderne est reconnu dans des textes qui remontent au moins jusqu'à 1700, à l'époque de la reine Anne d'Angleterre. Cependant, en voulant se défendre — me défendre — jusqu'à la dernière cartouche, la Coalition n'est-elle pas en train de se — de me — tirer dans le pied?

La Coalition rappelle neuf points pour lesquels elle se bat. Dans l'un de ceux-ci, on réclame que le créateur soit reconnu comme le premier titulaire des droits de son oeuvre; cela m'apparaît plus que normal. Mais, sur d'autres points, il n'est pas aussi simple de trancher. Je pense ici aux «droits de suite en arts visuels», ou à «l'élimination de toute exception à la protection des oeuvres», point sur lequel je veux m'arrêter.

La Coalition veut-elle par là lutter contre le «droit de citer» que reconnaît la présente Loi du droit d'auteur? Le droit de citer est, au sens strict, une violation du droit de propriété du premier titulaire sur l'oeuvre; tout le monde l'admet. Le droit de citer est cependant consenti par la loi sous réserve que cela se fasse dans des «conditions équitables» (fair dealing), et dans le cadre des exceptions spécifiques reconnues dans la loi, expressément «à des fins d'étude privée, de recherche, de critique, de compte-rendu, ou en vue d'en préparer un résumé destiné aux journaux».

CREATORS AND COPYRIGHT HOLDERS ARE demanding the removal of all exceptions from copyright legislation, which may include the right ro quote.

This right is essential to research, criticism and teaching. Professors must use excerpts to illustrate points. Case law allows quotations of about a page from a work, but how does this apply to works of visual art? Images usually must be reproduced in their enrirety.

Université Laval asked me to adapt for television my correspondence advertising course for small businesses, but several advertisers denied permission to use their advertisements as part of this televised course, even though this meant the loss of valuable public exposure.

The project will probably be abandoned, heralding a trend that could also place undue restrictions on many small publishers (as in rhe Quebec market), especially in the field of visual arts.

The right to quote is essential for the advancement of knowledge. Let's not shoot ourselves in the foot over copyright law!

POURQUOI DES EXCEPTIONS?

Pourquoi la loi a-t-elle prévu ces exceptions? Pour encourager l'avancement des idées par la critique. Qu'adviendrait-il de la critique si on devait la faire sans citer mot à mot le texte dont il est question? Normand Tamaro, dans son livre *Le Droit d'auteur. fondements et principes*, reprend l'idée que «l'auteur d'une critique peut sûrement accompagner ses commentaires critiques d'extraits de l'oeuvre. N'est-ce pas la râche même d'un professeur d'université de faire la critique des oeuvres pour instruire les étudiants et faire avancer la science? Ce professeur n'est-il pas contraint par la simple logique de recourir aux oeuvres des autres pour faire des démonstrations, des comparaisons, des extrapolations? Bref, pour enseigner. Faut-il vraiment lui tirer le tapis sous les pieds et faire disparaître de la loi ce droit de citer?

Comme le rapporte Christian Vincke dans son livre *Problèmes de droits d'auteur en éducation*, la jutisprudence semble reconnaître le droit de citer plus ou moins une page d'une oeuvre dont on ne détient pourtant pas les droits. Mais à quoi correspond cette «utilisation équitable» d'une page quand la critique doit se faire sur des images? Le problème se pose dans toutes sortes de domaines d'étude, en histoire de l'art, en plastique de la photographie, en création publicitaire, en communication graphique. Le tribunal admettrait-il, par exemple, que reproduire un Monet ou un Pellan en noir et blanc dans un format de 40mm x 60mm n'est qu'une «citation» de l'oeuvre originale qui fait plusieurs mètres carrés, présente du relief, joue avec des couleurs quasi fluorescentes? Effectivement, comme le fait judicieusement remarquer Vincke, «(..) dans certains cas, l'oeuvre commentée, soit en raison de ses proportions modestes, tel un court poéme, soit à raison de sa nature (une photographie), peut difficilement se prêtet à une critique valable sans que de très larges extraits et parfois même sa totalité ne soient reproduits».

Si cela est vrai dans le cadre de l'enseignement, cela est encore vrai dans le cadre de la publication d'essais. Les moyens modernes de copie, y compris celui de reproduire en pleine couleur des images, privent les éditeurs de revenus qui risquent de tuer l'édition. Mais il est aussi vrai qu'éliminer de la loi «toute exception» risque tout autant de tuer l'édition en faisant avorter les manuscrits qui ont, de par leur nature, «besoin» de citations, les essais critiques.

LES IMAGES, UN PROBLÉME

Voyons deux exemples que j'ai vécus récemment dans lesquels le droit de citer constitue la pierre d'achoppement. L'Université Laval offre par correspondance un de mes cours sous le titre de «Comment faire sa publicité soi-même». Les étudiants visés sont en partie les gens d'affaire qui doivent gèter leur publicité eux-mêmes. Il est devenu évident que ce public de petites entreprises serait encore davantage intéressé si l'Université pouvait offrir ce cours par la télévision. Or est-il pensable de réaliser une série de 13 émissions télévisuelles sur la publicité sont y incorporer des messages publicitaires diffusés à la télévision, en les commentant, les expliquant, les critiquant?

L'Université Laval, par mesure de prudence et par égard envers les détenteurs du droit d'auteur, a tenté d'obtenir le droit de diffuser un certain nombre de messages publicitaires à l'intérieur du cours télévisé. Eh bien! plusieurs des intervenants qui possèdent des droits sur ces messages refusent cette permission qui pourtant, paraît correspondre au droit de citer prévu par la loi. Pour éviter les longues et onéteuses explications devant le tribunal sur le rôle de la critique dans le progrés de la connaissance, il semble bien que je devrai abandonner ce projet. Tant pis pour moi... et pout les petits entrepreneurs!

Tout essai critique concernant les images et publié sous forme de livre pose un problème similaire. Chaque livre de cette catégorie reproduirait, évidemment, tout plein d'images venues de l'art, du photoreportage, du design, de la publicité ou de la science. Or, avec la contrainte de négocier le droit de reproduire chaque image, tel que les conseillers juridiques circonspects interprétent la loi, un projet d'édition devient rapidement prohibitif pour un petit matché comme le Québec.

LE PAIN ET LE BEURRE?

Il est vraí que les moyens modernes de reproduction font perdre des sommes importantes aux auteurs qui risquent de se décourager, aux éditeurs qui risquent de mourir. Mais il est aussi vrai que faire disparaître une exception prévue dans la loi en éliminant le droit de citer priverait les auteurs d'une notoriété qui vaut aussi son pesant d'or, et mettrait sur les épaules des éditeurs un fardeau qui les obligerait à abandonner beaucoup de projets d'essais à petit tirage (ce qui est la norme au Québec), particulièrement dans le domaine visuel.

Comme le rappelle Tamaro: «Le droit d'auteur sert deux types d'intérêts complémentaires: celui des auteurs, en leur permettant de vivre et de contrôler l'utilisation de leurs oeuvres, et celui de la société qui approfondit ses connaissances grâce aux oeuvres de l'esprit.»

Le droit de citer est nécessaire à une société qui veut approfondir ses connaissances.

p.s. Si disparaissait le «droit de citer», je ne pourrais même plus appeler à ma rescousse MM Vincke et Tamaro pour appuyer mon argumentation. ■

(Claude Cossette, professeur titulaire, École des arts visuels, Université Laval, Membre de l'Union des écrivains.)

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

TRIBUNE LIBRE ▪ COMMENTARY

CAUT welcomes articles to a maximum of 1,500 words on contemporary issues directly related to postsecondary education. Publication is solely at the discretion of CAUT. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French but will not be translated. Authors should supply a 150 word summary for the purposes of translation into the other official language. No pen names. CAUT hopes to publish one such article per issue. Please submit by E-mail (caut@carleton.ca) or by diskette (Word Perfect 5.1).

■

L'ACPPU accepte les articles de 1 500 mots au plus portant sur des questions contemporaines directement reliées à l'enseignement postsecondaire. Les articles sont publiés à la seule discrétion de l'ACPPU. Les articles ne devront pas traitet de griefs personnels ni de questions purement locales. Ils ne devront pas être diffamatoires, ne devront pas injurier des personnes ou des groupes et ne devront pas porter d'accusations non prouvées. Les articles peuvent être rédigés en français ou en anglais mais ne seront pas traduits. Les auteurs devront soumettre avec leur texte un résumé de 150 mots en vue de le faire traduire dans l'autre langue officielle. Les articles signés d'un pseudonyme seront rejetés. L'ACPPU espère publier un article par numéro. Veuillez transmettre les articles par courrier électronique (caut@carleton.ca) ou sur disquette (Word Perfect 5.1).

Guidelines for Complainants

The CAUT Academic Freedom and Tenure Committee has prepared a short document, "Guidelines For Complainants," on how best to prepare a complaint for consideration by the Committee. Potential complainants, including faculty associations, are urged to write to Sue Trounce at CAUT for this document prior to submitting material to the Committee.

Directives à l'intention des plaignants

Le Comité de la liberté universitaire et de la permanence de l'emploi a rédigé un court document intitulé «Directives à l'intention des plaignants». Ce document énonce la manière de préparer une plainte que le comité étudiera. Les personnes qui ont l'intention de déposer une plainte, y compris les associations de professeurs, sont priées d'écrire à Sue Trounce, au secrétariat de l'ACPPU, pour obtenir le document avant de soumettre un dossier au comité.

CLASSIFIEDS
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ACCOUNTANCY

CONCORDIA UNIVERSITY - The Department of Accountancy invites applications for tenure-track positions at the Assistant Professor level from those with teaching and research interests in financial accounting, auditing, and taxation. PhD or DBA completed or near completion, with concentration in accounting is required. Professional designation is a plus. Duties of successful candidates will include research and teaching at the undergraduate and/or the graduate levels. Department of Accountancy is one of five Departments of the Faculty of Commerce and Administration. The Department has 26 full-time faculty members and is one of the largest in Canada. The Department offers courses at the Undergraduate, MBA, and PhD levels. Positions are subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. Please send a letter of interest and a curriculum vitae to: Dr. Mohamed E. Ibrahim, Chairperson, Department of Accountancy, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. Applications will be accepted until positions are filled.

CONCORDIA UNIVERSITY - The Department of Accountancy invites applications for limited term appointments at the rank of lecturer from those with teaching and professional interests in financial accounting, auditing, accounting information systems, and taxation. Minimum qualifications are relevant teaching experience and a professional designation. Duties of successful candidates will include teaching in the diploma of accountancy programme and in the undergraduate programme. The Department of Accountancy is one of five Departments of the Faculty of Commerce and Administration. The Department has 26 full-time faculty members and is one of the largest in Canada. The Department offers courses at the Undergraduate, MBA, and PhD levels. Positions are subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Submit letter of application, curriculum vitae and the names of three references to: Dr. Barry Gorman, Chair, Department of Accounting, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. FAX (902)420-5119. Closing date February 1, 1995.

Please send a letter of interest and a curriculum vitae to: Dr. Mohamed E. Ibrahim, Chairperson, Department of Accountancy, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. Applications will be accepted until positions are filled.

UNIVERSITY OF WATERLOO - School of Accountancy. Applications are being invited for a tenure track faculty position at the Assistant Professor rank from those with teaching and research interests in (1) auditing and attestation, (2) management accounting and information systems; and at the visiting assistant professor rank (non tenure-track) in finance. PhD or equivalent. Salary commensurate with qualifications and experience. Appointment effective July 1, 1995. Send resumes to the Director, School of Accountancy, University of Waterloo, Waterloo, Ontario N2L 3G1 Canadian citizens who are qualified and available to work in the above areas will be given priority. It is the intention of the University of Waterloo to fill its vacancies with recent PhD graduates appointed as Assistant Professors wherever possible. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

ACCOUNTING

SAINT MARY'S UNIVERSITY - The Department of Accounting. Frank H Sobey Faculty of Commerce, invites applications for tenure track and limited term appointments in Accounting, Commercial Law and MIS. The positions will commence September 1, 1995 pending budgetary approval. Successful candidates must have strong research and teaching credentials with a PhD in hand or near completion. The Faculty offers BComm, MBA and EMBA programs and a PhD program in Accounting has been proposed. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Submit letter of application, curriculum vitae and the names of three references to: Dr. Barry Gorman, Chair, Department of Accounting, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. FAX (902)420-5119. Closing date February 1, 1995.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY - Faculty of Administrative Studies. Faculty positions will be available commencing July 1, 1995 and July 1, 1996 in the following areas: Accounting (Financial or Managerial), Economics, Entrepreneurial Studies, Finance, International Business, Voluntary Sector Management Program. Rank may vary by area; salary is negotiable. Successful candidates will be expected to be active in research and to teach in the PhD master's and undergraduate programs. Contractually limited appointments are also available. Applications, with CV and references, should be sent to: Dezso J. Horvath, Dean, Faculty of Administrative Studies, York University, North York, Ont. M3J 1P3. Deadline for applications when positions are filled. These positions are subject to budget approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

AGRICULTURAL ECONOMICS

UNIVERSITY OF MANITOBA - Applications are invited for a tenure-track position at the rank of Assistant Professor to teach diploma, undergraduate and graduate courses, and conduct research in the farm business management area. Applicants should have a PhD degree or be nearing completion of a PhD and have experience in agricultural production related disciplines. Competence in teaching and research is required as well as a strong background in quantitative economic analysis. The appointment will commence July 1, 1995. Salary is commensurate with training and experience. The current salary range for Assistant Professor is $35,328-$62,509 per annum. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. The advertisement is directed to Canadian citizens and permanent residents of Canada. The University offers a smoke-free work environment, save for specially designated areas. Please send applications including a curriculum vitae and three letters of reference by February 28, 1995 to: Dr. J.A. MacMillan, Chair, Search Committee, Department of Agricultural Economics and Farm Management, Room 403-66 Dafoe Road, Faculty of Agricultural and Food Sciences, Winnipeg, Manitoba R3T 2N2.

ANATOMY & CELL BIOLOGY

QUEEN' UNIVERSITY - Department of Anatomy and Cell Biology, Faculty of Medicine. Applications are invited for two tenure track appointments at the rank of Assistant or Associate Professor. A PhD and/or M.D. or D.D.S. degree and a minimum of two years of postdoctoral experience are essential. Outstanding candidates with strong interdisciplinary research programs in Cell Biology, Neuroscience, Human Biomechanics or Physical Anthropology will be considered. Ability to teach in two areas: Human Gross Anatomy, Histology, Neuroscience or Embryology, in an integrated curriculum would be an asset. Candidates should arrange to have a copy of their curriculum vitae and at least three letters of recommendation sent to: Dr. M.G. Joneja, Professor and Head, Department of Anatomy and Cell Biology, Faculty of Medicine, Queen's University, Kingston, Ontario Canada K7L 3N6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Applications and letters of recommendation should be forwarded as soon as possible and no later than January 30, 1995.

ANTHROPOLOGY

THE UNIVERSITY OF LETHBRIDGE - Faculty of Arts and Science, Department of Anthropology. Title: Two Assistant Professor; nine-month term appointments in each case, beginning 1995-08-15, subject to budgetary approval. Qualifications: PhD. The applicants should demonstrate a significant research record, effective teaching, and the ability to teach at least four of the following: introductory sociocultural anthropology, social organization, applied, ritual, popular culture, a regional area course, medical, political, religion, a seminar in a current theoretical issue, a seminar on a contemporary topical domain. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer. Responsibilities: The successful candidates will teach a total of six semester-long courses over the two semesters of the 9-month appointments. We are seeking applicants with a demonstrated commitment to excellence in undergraduate teaching and scholarship. Salary (1994-95): Assistant Professor $37,350.00 minimum per annum. Applications: Applications should indicate all other areas of teaching competence, and include a curriculum vitae, course outlines, teaching evaluations and writing samples. Applicants should arrange for three letters of reference to be sent by the due date. Applications to be sent to: Dr. D. Inda, Acting Chair, Department of Anthropology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4, (Fax (403)329-5109). Effective date: 15 August 1995. Closing date: 31 January 1995.

APPLIED LANGUAGE STUDIES

BROCK UNIVERSITY - Applied Language Studies. Probationary Positions. Applications are invited for two tenure-track positions at or near the floor of the Assistant Professor rank in the Department of Applied Language Studies. The positions are subject to budgetary approval. Candidates for position one should hold the PhD in Applied Linguistics or TESL. The Department is particularly interested in candidates with successful teaching and research in core undergraduate linguistics. Teaching and research in language testing and evaluation would be a major asset. Candidates for position two should hold the PhD (or be ABD) in Communication Disorders. The successful candidate will be a practicing speech pathologist or audiologist with teaching experience in undergraduate Communication Disorders, including supervision of undergraduate clinical observation and theses. Candidates should submit a letter of application, a curriculum vitae, and the names of three referees by 28 February to: Dr. Glenwood Irons, Acting Chair, Department of Applied Language Studies, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Qualified women and men are equally encouraged to apply.

APPLIED MATHEMATICS

UNIVERSITY OF WATERLOO - Department of Applied Mathematics. Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics, University of Waterloo, Ontario, Canada, in the area of Control Theory, to begin on or after 1 September 1995. Applicants will normally have a least two years' post-doctoral experience by the time of the appointment. Experience with applications of Control Theory in Engineering or Science would be an advantage. Salary and rank, at the Assistant or Associate Professor level, will be commensuate with qualifications and experience. A curriculum vitae and three letters of recommendation should be sent to F.O. Goodman, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The closing date for applications is 31 January 1995. The Department of Applied Mathematics is one of five Departments in the Faculty of Mathematics at the University of Waterloo. The Department members have interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

APPLIED SOCIAL SCIENCE

CONCORDIA UNIVERSITY - The Department of Applied Social Science, invites applications for a tenure stream appointment at the rank of Assistant Professor to begin August 15, 1995, pending budgetary approval. Applied Social Science is a multidisciplinary department offering degree and certificate programs oriented to practical intervention for individual change and learning, group development and leadership, organization and community development, and systems change. Applications of the educational programs offered are made to such fields of practice as family life education, counselling, health promotion, adult education, human resource development, community organization, organizational training and consulting. The Department would especially welcome candidates for the current position opening who have a relevant doctoral degree, and practical experience and professional training in either (a) small group interaction, leadership and applications; and/or (b) organizational development and consultation. Candidates should be able to demonstrate competence in experience-based teaching and have strong quantitative/qualitative intervention oriented research skills. An ability to communicate in French is also preferable. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Application deadline: Send curriculum vitae and three letters of reference by February 28, 1995 to: Dr. Marilyn Taylor, Chair, Department of Applied Social Science, Concordia University, 1455 de Maisonneuve Blvd W., Montreal, Quebec H3G 1M8.

ART

QUEEN'S UNIVERSITY - The Department of Art invites applications for a two-year non-renewable position at the Assistant Professor level, to commence 1 July 1995. The successful candidate will be expected to teach courses in Italian Renaissance Art and Architecture. Teaching in Queen's Venice Summer School is also a possibility. Candidates should hold a PhD and have teaching experience at the university level. The salary will be commensurate with qualifications and experience. A letter of application, full curriculum vitae and the names of three people willing to provide letters of reference should be sent to: Dr. I. Douglas Stewart, Acting Head, Department of Art, Queen's University, Kingston, Ontario K7L 3N6, tel. (613)545-6166, fax (613)545-6891. The closing date for applications is 1 March 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities.

QUEEN'S UNIVERSITY - Conservation Scientist. The Department of Art, Queen's University at Kingston, invites applications for a full-time, tenure-track appointment in Conservation Science, at rank and salary commensurate with qualifications and experience, commencing July 1, 1995 (subject to budgetary approval). The Department offers degree programmes in Art History (B.A., M.A. and PhD), Fine Art (B.F.A.) and Art Conservation (M.A.C.). Queen's is also home to the Agnes Etherington Art Centre which holds a large and growing collection of Old Master and modern works of art and is undergoing a major expansion of its facilities. The appointee's primary responsibilities will be in the Department's Master of Art Conservation programme, which comprises three treatment streams (paintings, paper objects and artifacts) and a research option. The appointee will present lecture and lab courses in the science disciplines underlying the conservation of works of art and artifacts, and supervise graduate research and thesis projects. The appointee will also be expected to obtain external research funding and to develop a programme of original research and scholarly publication. In addition to cooperation within the

THE UNIVERSITY OF REGINA

invites applications and nominations for the position of

DEAN OF THE FACULTY OF ARTS

The University of Regina is a growing and innovative organization with over 1,000 employees, 11,000 students and an annual operating budget exceeding $75 million. It is situated in beautiful Wascana Park, one of the largest urban parks in North America. The Faculty of Arts is the largest of the University's eleven academic areas having about 150 academic and support staff and approximately 1500 undergraduate and graduate students and an annual operating budget of approximately $10 million. Its programs include Bachelor of Arts, Bachelor of Journalism, Master of Arts, and PhD (Psychology) degrees. The Faculty of Arts contains 11 departments: Anthropology, Economics, English, French, Germanic and Slavic Studies, Geography, History, Philosophy and Classics, Political Science, Psychology, and Sociology and Social Studies, as well as the School of Journalism and Communications and programs in Linguistics, Religious Studies and in Women's Studies. The Faculty also maintains close academic liaison with the Saskatchewan Indian Federated College where undergraduate programs in Indian Languages, Indian Health and Indian Studies are located.

The Dean will provide effective academic leadership and sound administration to the Faculty and will provide strong representation for the Faculty within the University and in the community at large. Candidates should have demonstrated administrative skills, an excellent record of teaching and research/creative activity appropriate for the rank of Professor in a relevant Arts discipline, and an understanding of the integral relationship among undergraduate education, research, and graduate education.

The appointment will commence on July 1, 1995, and will normally be for a term of five years. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send applications or nominations, including a complete curriculum vitae and names of at least five referees in confidence by **February 15, 1995**, to:

Dr. Dianne Common
Vice-President (Academic)
University of Regina
Regina, Saskatchewan
S4S 0A2

The University of Regina is committed to the principles of employment equity.

DEAN OF ADMINISTRATION

The University of New Brunswick, in Fredericton, New Brunswick invites nominations and applications for the position of Dean of the Faculty of Administration to succeed the incumbent effective 1 July 1995. The appointment is for a five year term and is subject to renewal.

The University of New Brunswick has 8,000 full-time students and 500 faculty members at its Fredericton campus. The Faculty of Administration has 600 undergraduate students, 100 graduate students, 39 faculty members and 9 support staff. The Faculty offers B.B.A. and M.B.A. programs.

Candidates for the deanship should have outstanding academic and administrative qualifications. They should also possess the leadership skills needed to maintain productive relationships within the faculty and positive associations with interested government and private sector supporters of the Faculty.

Inquiries, nominations and applications should be addressed to:

Dr. Tom Traves
Vice-President (Academic)
University of New Brunswick
P.O. Box 4400
Fredericton, N.B.
E3B 5A3

The application deadline is **February 17, 1995.** Please include a curriculum vitae and the names of three referees.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

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Department of Art, there is opportunity for research collaboration with faculty, as well as access to analytical facilities, in departments such as Chemistry, Geological Sciences, Physics, and Materials and Metallurgical Engineering. The successful candidate will hold a PhD (or equivalent) in a relevant scientific discipline and will have experience in independent conservation-science research and collaboration with practising art conservators. University-level teaching experience and administrative experience are highly desirable. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment-equity programme, welcomes diversity in the workplace, and encourages applications from all qualified candidates including women, aboriginal people, people with disabilities, and members of visible minorities. Letters of application, together with a full curriculum vitae, names and addresses of three people who are willing to provide letters of reference, and copies of principal scholarly publications, should be sent by March 1, 1995 to: Dr. J. Douglas Stewart, Professor and Acting Head, Department of Art, Queen's University, Kingston, Ontario K7L 3N6, Tel: (613)545-6166, Fax: (613)545-6891.

BIOCHEMISTRY

UNIVERSITY OF ALBERTA - Molecular Biologist. Research Associate level with PhD degree and at least 4 years postdoctoral training (starting salary $33,570 Canadian). Funding available for one year. The successful candidate should have experience in protease structural studies, molecular genetics, protein engineering, and cellular immunology. Experience in the Biotechnology industry would be an advantage. Duties will include initiation of research program in protease structure-function and development of novel commercial applications related to lymphocyte proteinases. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward curriculum vitae, a brief outline of research experience and arange to have three reference letters sent before February 28, 1995 to: Dr. R. Chris Bleackley, Department of Biochemistry, University of Alberta, Edmonton, Alberta T6G 2H7 Canada. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF ALBERTA - The Medical Research Council of Canada Group in Protein Structure and Function at the University of Alberta invites applications for membership in the Group and an associated Faculty position in the Department of Biochemistry. Applicants should have a strong background in protein chemistry and will be expected to develop a research project that will complement and contribute to the overall research efforts in the Group. Some areas currently under investigation by the Group include: chemistry and structure of contractile proteins of both muscle and non-muscle systems and the molecular mechanism by which Calcium triggers muscle contraction; structure-function relationships of calcium binding proteins; mechanistic studies of seryl and aspartyl proteinases, and of ligases, thioesterases, and esterases; and protein phosphatases as intracellular targets for tumor promoting toxins. Preference in the selection process will be given to those individuals with a strong background in physical biochemistry with particular emphasis on spectroscopic and hydiodynamic approaches for the investigation of structure-function relationships in protein systems. Appointments can be made at any level from Assistant to Full Professor depending upon the qualifications Current salaries for Assistant Professor (Min. $39,230); Associate Professor (Min. $48,572), and Professor (Min $60,355). The MRC Group in Protein Structure and Function was established in 1974 and has undergone three successful renewals. The major techniques of protein science used by the group members include: hydrodynamic and spectroscopic methods, nuclear magnetic resonance, spectroscopy, X-ray crystallography, solid phase synthesis of peptides, recombinant DNA technology and protein engineering. There is also a close association of the MRC Group with the Alberta node of the Protein Engineering Network Centre of Excellence (PENCE) in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The deadline for receipt of applications is March 30, 1995. Applicants should forward curriculum vitae, list of publications and names of three referees as soon as possible to: Professor Brian D. Sykes, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2H7 The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

BIOLOGY

YORK UNIVERSITY - Faculty of Pure and Applied Science. Department of Biology: A tenure-track appointment at the assistant professor level, to begin July 1, 1995. Candidates are expected to have a substantial research record in the general field of cell biology and to have competence in cell and molecular biology techniques. The appointee will be required to develop a strong research program and to carry a normal teaching load. Applications, including CV, a recent publication, and the names of three referees, should be sent to: Dr. P.B. Moens, Chair, Search Committee for Cell Biologist, Department of Biology, Faculty of Pure and Applied Science, York University, North York, Ont. M3J 1P3. Application deadline is January 30, 1995. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MALASPINA UNIVERSITY-COLLEGE - The Department of Biology, is offering a new, innovative B.Sc. - Biology degree program, subject to funding approval. We are accepting applications for three full-time permanent positions which begin September 1995. 1. Genetics/Biochemist to teach second year genetics, and third and fourth year courses in biochemistry, advanced genetics and developmental biology. First year involvement may be required. PhD in either Genetics or Biochemistry with broad background in both Genetics and Biochemistry, and proven expertise in molecular techniques required. Competition 94-4066 2. Physiologist to teach second year introductory plant and animal physiology and an advanced course in cell physiology, plus selected topics courses. First year involvement may be required. PhD in either animal or plant physiology required. Competition 94-4067. 3. Microbial Ecologist to teach advanced courses in microbial ecology and bacterial genetics. Duties include assisting other faculty specializing in terrestrial/aquatic ecology and fisheries biology/limnology in order to team teach courses in these areas. Additional teaching duties may be required at the first and second year levels. PhD in Microbiology with an emphasis in microbial ecology required Competition 94-4068. The successful candidates will be expected to work as team members. Malaspina University-College is committed to the principle of employment equity and encourages applications from women, persons with disabilities and members of visible minorities. A day-care facility is located on campus

BIOMEDICAL SCIENCES

UNIVERSITY OF GUELPH - Applications are invited for a Contractually Defined Assistant Professorship in the Department of Biomedical Sciences at the Ontario Veterinary College. The appointee will take part in team teaching anatomy to the first year Diploma of Veterinary Medicine (DVM) students and other course material in consultation with the Chair of the Department. The Department is responsible for teaching in the DVM Program as well as courses to science students, including a new honours BSc program in Bio-Medical Sciences and in an interdisciplinary Honours Program in Toxicology. Candidates with expertise in veterinary anatomy and with research interests in related fields will be considered. Applicants should have a PhD, or a DVM or its equivalent with at least a masters degree, and have experience in teaching anatomy. Postdoctoral experience would also be an asset. The Department is very active in research, with established programs in carcinogenesis, gastrointestinal physiology, hemostasis, immunology, medical genetics, neuroendocrinology, pharmacokinetics, toxicology, and in reproductive, developmental and cell biology. In view of the limited term of the appointment, it is expected that the person appointed will participate in one of the current research programs in the Department. The University has a wide range of internationally and nationally recognized research activities, and enjoys collaborative links with scientists at McMaster, and Waterloo Universities of Toronto and Western Ontario. The appointment is for one year with a possibility of reappointment for a further two years. The salary is negotiable, but is subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, together with a curriculum vitae and names and addresses of three referees, should be sent to Dr. John Leatherland, Chair, Department of Biomedical Sciences, University of Guelph, Guelph, Ontario N1G 2W1, Canada, from whom further particulars may be obtained. Applications will be accepted up to February 17, 1995. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

BUSINESS

UNIVERSITY OF MANITOBA - Faculty of Management. Applications are invited for tenure-track positions in the areas of (i) accounting and (ii) finance with one position available in each area. Positions are subject to budget approval. Rank is open based on qualifications and experience. Visiting appointment is also possible. PhD or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open; July 1, 1994 preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke free work environment, save for specially designed areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba R3T 5V4. Application deadline is January 31, 1995.

McGILL UNIVERSITY - Faculty of Management: Applications are invited for anticipated tenure-stream appointments in the areas of Accounting, Finance, Industrial Relations, International Business, Marketing, MIS, Management Science, Managerial Economics, Organizational Behaviour, and Policy. Salary and rank are commensurate with the candidate's qualifications and research record. The Faculty of Management has over 60 full-time faculty and offers B.Com., MBA, and PhD degrees. Apply in writing to Prof. Richard Loulou, Associate Dean - Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec H3A 1G5. Closing date to receive applications is January 31, 1995. In accordance with Canadian Immigration requirements, this advertisement is directed in priority to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

UNIVERSITÉ McGILL - La Faculté de gestion est à la recherche de candidat(e)s pour des postes de professeur(e) agrégé(e) adjoint(e) donnant accès à la permanence dans les domaines de la comptabilité, finance, commerce international, relations industrielles, gestion, économie d'entreprise, marketing, informatique de gestion, gestion des opérations, comportement organisationnel et politique générale des entreprises. Les candidat(e)s possedent une solide expérience de la recherche ou ont le potentiel de s'y consacrer, ainsi qu'une bonne expérienie de l'enseignement. Les candidat(e)s au poste de professeur(e) adjoint(e) sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaire et echelon sont fonction des qualifications et de l'expérience de recherche des candidat(e)s. La faculté de gestion compte 60 professeus é plein temps et offre des programmes de baccalaureat en commerce, de MBA et de PhD. Faites parvenir votre candidature à M. Richard Loulou, Vice-doyen - affairs académiques, Faculté de gestion, 1001, Rue Sherbrooke ouest, Montréal, Quebec H3A 1G5, avant le 31 janvier 1995. Conformément a la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent en priorité aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanents. L'Université McGill souscrit à l'équité en matière d'emploi.

BUSINESS ADMINISTRATION

COLLÈGE MILITAIRE ROYAL DU CANADA - Le département de l'Administration des affaires du Collège militaire royal du Canada offre un poste au niveau de charge(e) de cours ou de professeur(e) adjoint(e). L'entrée en fonction sera le premier juillet 1995 mais elle dépend de la disponibilité des ressources financières prévues à cet effet. Responsabilités: l'enseignement de l'administration des affaires en français dans le programme de B.A. spécialisé, la recherche ainsi que des responsabilités administratives universitaires. Qualifications: détenir un doctorat ou l'équivalent en administration des affaires avec des spécialisations dans deux des domaines suivants: marketing, comptabilité, politique de l'entreprise et theorie de l'organisation. Il faut aussi avoir de l'expérience dans l'enseignement et un nombre acceptable de publications. Les candidat(e)s qui ont déjà entrepris de compléter leur doctorat peuvent poser leur candidature mais dans ce cas, ils (elles) ne seront considéré(e)s qu'au niveau de charge(e) de cours. Même si la capacité d'enseigner en français est une condition préalable pour postuler ces positions, la préférence sera donnée aux candidat(e)s qui peuvent enseigner en français et en anglais. Échelle des salaires: Charge(e)s de cours: de 26 838$ à 45 906$; Professeur(e)s adjoint(e)s: de 35 588$ à 53 838$. Applications: Soumettre son curriculum vitae, un relevé de ses notes universitaires et trois lettres de références avec tout le matériel qui peut aider à évaluer les qualités d'enseignant et de chercheur du candidat a: Dr. B.W. Simms, Directeur, Département de l'Administration des affaires, Collège militaire royal du Canada, Kingston, ON K7K 5L0 Canada. Toutes les demandes doivent être reçues avant le 15 mars 1995. Selon les politiques gouvernementales, ces postes sont offerts en priorité aux citoyen(ne)s du Canada et, en seconde priorité, aux résident(e)s permanent(e)s ainsi qu'aux immigrant(e)s reçu(e)s. Le Collège militaire royal du Canada est une université bilingue et mixte. Ces positions sont offertes aux candidat(e)s des deux sexes.

BISHOP'S UNIVERSITY - Applications are invited for the following position: Tenure track position in Accounting/International Business. The position will normally be at the rank of Assistant Professor commencing July 1995. Candidates must have a PhD (completed or near completion) or qualifications judged to be equivalent. Teaching experience is highly desirable. The deadline for application is January 30, 1995. The successful candidate will be expected to teach three undergraduate courses in both semesters, should be able to conduct courses in Managerial Accounting and International Business, and to have research interests appropriate to a small undergraduate institution. This position is advertised under conditions of equal opportunity employment and in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents. The position is subject to budgetary aposoval. Send your curriculum vitae and the names of three referees to Professor Stephen D. Barlow, Dean, Business Division, Bishop's University, Lennoxville, Québec J1M 1Z7.

MOUNT SAINT VINCENT UNIVERSITY - Department of Business Administration. Applications are invited for a half-time, tenure track appointment, at the Assistant Professor level beginning July 1, 1995. Applicants should possess a PhD or a Master's in a related area with evidence of strong teaching and research potential, to teach management courses. Salary and benefits are in accordance with the Mount Saint Vincent College Agreement; appointment is subject to final budgetary approval. Applications, accompanied by a curriculum vitae and the names of three referees, should be sent by February 20, 1995 to Professor Ned Kelleher, Chair, Business Administration Dept., Mount Saint Vincent University, 166 Bedford Highway, Halifax, Nova Scotia B3M 2J6. Applicants should be sensitive to the Mount's mission as a university dedicated primarily to the education of women. Mount Saint Vincent University is committed to employment equity, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY - Applications are invited for faculty positions in Accounting, Management and Organizational Behaviour, Marketing, Operations and Decision Sciences, and Policy, commencing 1 July 1995. Limited Term and Visiting Positions are available in all these areas; one Tenure Track position is available in Accounting and another in Management and Organizational Behaviour. Depending on qualifications and experience, most appointments will be made at the rank of Assistant Professor. All positions are subject to budget approval. The School of Business and Economics emphasizes a balance between teaching and research. Qualifications include PhD or ABD with evidence of strong teaching and research potential. The areas of expertise sought for the tenure track positions are financial and/or managerial accounting, and organizational behaviour and/or organizational theory. Expertise in industrial relations is sought for one of the limited term positions. This advertisement is directed in the first instance to Canadian Citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men. Applications accepted until positions are filled. Direct enquiries and applications to: Dr. Ron Craig, Associate Dean of Business, Human Resources and Research, School of Business and Economics, Wilfrid Laurier University, 75 University Avenue, West, Waterloo ON N2L 3C5.

BUSINESS ADMINISTRATION & COMMERCE

SIMON FRASER UNIVERSITY - The Faculty of Business Administration, Simon Fraser University, invites applications for a tenure-track appointment in Entrepreneurship/Small Business. The successful candidate will have established a primary research program in the area of entrepreneurship/small business and have the ability to teach in that area at both the undergraduate and graduate levels. Candidates must also be qualified to teach in one of the following disciplines: accounting, international business, human resource management, management information systems, marketing, policy or finance. A PhD in hand or near completion is required. Start date: September, 1995 or at a mutually agreed upon time. In the first instance, and in accordance with Canadian Immigration requirements, this announcement is directed to Canadian citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval. Send curriculum vitae and the names of three referees to: Appointments Committee, Faculty of Business Administration, Simon Fraser University, Burnaby, B.C. V5A 1S6 Canada.

CHEMISTRY

WILFRID LAURIER UNIVERSITY - Department of Chemistry. The Department invites application for a tenure stream appointment, at the rank of Assistant Professor, commencing on July 1, 1995. Applicants should have a PhD and some post-doctoral experience in the area of Inorganic/Organometallic Chemistry and will be expected to develop an externally funded research program in the context of a small university. The department strives for excellence in undergraduate education and features limited enrolments and small classes. Wilfrid Laurier University is committed to Employment Equity policies and encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples, and persons with disabilities. Applications with a full curriculum vitae and the name and addresses of three referees should be forwarded to the undersigned on or before March 1, 1995. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents. Dr. Russell Rodrigo, Chair, Department of Chemistry, Wilfrid Laurier University, Waterloo, ON N2L 3C5.

SAINT MARY'S UNIVERSITY Chemistry Department invites applications for two full-time, tenure-track positions commencing September 1, 1995. The initial probationary appointments will be for a period of three years. The successful candidates must hold a PhD, must be able to teach at the undergraduate and honours level and must be able to establish an externally-funded research program. Applications from all areas of chemistry are welcome, but the Department will place priority on applicants with expertise in the following areas: Physical Chemistry, Analytical/Environmental Chemistry, Synthetic Main Group Chemistry. Saint Mary's University welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae, an NSERC format research proposal, a summary of teaching experience and philosophy, and the names and addresses of three (3) references should be sent to: Dr. M. Zaworotko, Chairperson, Department of Chemistry, Saint Mary's University, Halifax, Nova Scotia B3H 3C3; FAX: (902)420-5261; E-mail: mzaworot@science.stmarys.ca. Applications should be received by January 31, 1995.

UNIVERSITY OF TORONTO - The Department of Chemistry, University of Toronto, invites applications for a tenure track position at the rank of Assistant Professor in Physical Chemistry of Polymers or related areas, effective on or after July 1, 1995. Applicants should possess a PhD in chemistry, a strong academic background and an excellent research record. The successful candidates will be expected to conduct an active and innovative research program and to teach at both the undergraduate and graduate level. In accordance with Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents (landed immigrants) of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applications will be accepted until January 31st, 1995. Salary commensurate with experience. Applicants should provide a curriculum vitae and an outline of their proposed research, a statement of teaching interests and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University

UNIVERSITY OF WATERLOO

invites nominations and applications for the position of

Vice-President, University Research

The Vice-President, University Research is responsible for overseeing the conduct, development and assessment of research and original scholarly work at Waterloo and for promoting that research and scholarship nationally and internationally.

The Vice-President, University Research provides leadership to ensure the highest possible standards of research and scholarship, to identify research opportunities, and to encourage co-operation in research and research projects across campus. The Vice-President reports to the President, is part of the senior administrative team, chairs the Senate Research Council, is responsible for research services and funds, and manages the Office of Research (a staff of 40), which includes a technology transfer & licensing office.

The University of Waterloo is one of Canada's leading universities, with 26,000 full- and part-time students. Research at Waterloo includes basic and applied projects in the arts, social and behavioural sciences, humanities, engineering, environmental studies, applied health sciences, physical and life sciences and mathematics. Waterloo is committed to joint research with industry, government and the public sector, and is involved in four Federal Networks of Centres of Excellence and seven provincial Centres. More than 25 interdisciplinary research centres and institutes have developed at Waterloo. Total research funding (grants and contracts) exceeds $58 million, government and industry-sponsored contract research $15 million.

The preferred candidate will have an outstanding record of scholarship and academic leadership, and demonstrated management, communication and interpersonal relations skills.

Nominations and applications, including an up-to-date curriculum vitae, should be submitted by **March 15, 1995,** in confidence, to:

Dr. J.G. Kalbfleisch
Chair, Vice-President,
University Research Nominating Committee
University of Waterloo
Waterloo, Ontario N2L 3G1

The appointment will commence September 1, 1995, or as negotiated.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities.

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Administrateur de l'Assurance de l'ACPPU, C.P. 3528, succursale C, Ottawa, Canada K1Y 4G1.

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4. **REGIME D'ASSURANCE EFFETS PROFESSIONNELS** livres, ordinateurs, etc.

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of Toronto, 80 St. George Street, Room 150, Toronto, Ontario M5S 1A1.

UNIVERSITY OF BRITISH COLUMBIA - Applications are invited for the position of Research Associates in the Department of Chemistry. The successful candidate, with a PhD in Chemistry/Biochemistry will work in a research program in the area of Photodynamic Therapy. Responsibilities will primarily include screening of new photosensitizing agents for potential clinical use, but the person appointed will also be expected to participate in a wide range of ongoing research projects. The successful candidate will have a strong background in the theoretical and practical aspects of photosensitized oxidations with at least 5 years experience in photodynamic therapy. Experience with photosensitizers in model biological systems, cell culture systems and animal models is essential. A strong interest in devising drug delivery systems for photosensitizing drugs, and working knowledge of immunology and use of radioisotopes and fluorescence imaging is essential. The appointment is to be filled as soon as possible and is renewable on an annual basis for a maximum of three years. Applications should be received by March 1, 1995 and directed to Professor David Dolphin, Department of Chemistry, University of British Columbia, 2036 Main Mall, Vancouver, B.C. V6T 1Z1. In accordance with Canadian Immigration, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

BROCK UNIVERSITY - The Department of Chemistry at Brock University invites applications for two tenure track appointments at the assistant professor level to commence in July, 1995 (subject to budgetary approval). The successful candidates will be expected to establish a viable research programme in the Department. One position requires a PhD in organic or bioorganic chemistry; he/she will be expected to teach organic chemistry at all levels and to contribute to our undergraduate biotechnology programme. The other requires a PhD in experimental physical or analytical chemistry; he/she will be expected to teach undergraduate physical chemistry and to contribute to our programmes in analytical chemistry and/or environmental chemistry. Applications should include a curriculum vitae and a detailed research plan. Candidates should have three referees write the Department directly. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Applications will be accepted until March 15th, 1995. Stuart M. Rothstein, Search Committee Coordinator, Department of Chemistry, Brock University, St. Catharines, Ontario L2S 3A1 Canada.

CHILD STUDIES

BROCK UNIVERSITY - The Department of Child Studies of Brock University invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor, effective July 1, 1995 and subject to budgetary approval. A completed PhD is required, together with evidence of demonstrated teaching ability and research promise. The person appointed will be expected to have a background in Developmental Psychology, to teach undergraduate courses in adolescent development, cognitive development, and research methodology, develop an active and externally funded research program in an area of specialization related to adolescent development, and contribute to the collegial life of this interdisciplinary department. Applicants with expertise in the use of statistical computer packages and general computer applications will be preferred. Applicants should submit by March 1, 1995 a curriculum vitae, the names and addresses of three referees, and selected reprints and preprints of publications to: Professor Zopito Marini, Chair, Department of Child Studies, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalances among its faculty.

CHINESE

UNIVERSITY OF CALGARY - As part of the development of a new major programme in Asian Studies, The University of Calgary Faculties of Humanities and General Studies are seeking an Assistant Professor of Chinese for a tenure-track appointment beginning July 1, 1995 in the Department of Germanic, Slavic and East Asian Studies. The successful candidate will teach courses in Chinese culture, in introductory-level Chinese literature, and in Chinese language (Mandarin) at an appropriate level. Other assess (for this interfaculty appointment might include a demonstrated interest in other East Asian cultures, and/or expertise in Development Studies. Women's Studies, or other interdisciplinary areas. Preference will be given to candidates with a completed PhD, evidence of scholarly potential, and demonstrated success in teaching. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Candidates should send an application, including curriculum vitae, and arrange to have three persons forward letters of recommendation by February 15, 1995 to: Prof. Nicholas G. Zekulin, Head, Department of Germanic, Slavic & East Asian Studies, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4

COMMUNICATION

UNIVERSITY OF OTTAWA - The Department of Communication of the University of Ottawa announces the opening of a full-time, tenure track position at the level of Assistant Professor. The Department offers an honours program and a concentration program in Communication in both official languages. Specialisation: We are seeking a specialist in visual language and script writing with the task of developing a course sequence in television production. Qualifications: PhD in communication or related discipline; Teaching and research experience, Publications and audiovisual productions; Ability to teach in French and English (Bilingualism is a condition of hiring). Starting date: July 1, 1995. Deadline for applications: January 31, 1995. In compliance with Canadian immigration laws, this position is offered to Canadian citizens and landed immigrants. Equity is a University policy. Salary in accordance with the Collective Agreement. Candidates should submit their curriculum vitae and three letters of recommendation to: Denis Bachand, PhD, Chairperson, Department of Communication, 554 King Edward, PO Box 450, Station A, Ottawa, Ontario K1N 6N5

UNIVERSITÉ D'OTTAWA - Le Département de communication de l'Université d'Ottawa annonce l'ouverture d'un poste de professeur(e) régulier(e) conduisant à la permanence (rang d'adjoint(e)). Le département offre des programmes de baccalauréat en communication avec concentration ou avec spécialisation dans les deux langues officielles. Domaine: Nous cherchons un-e spécialiste du langage de l'image et de la scénarisation pour développer une séquence de cours en production télévisuelle. Titres et qualités: Doctorat en communication ou dans un domaine connexe; Expérience d'enseignement et de recherche; Publications et productions audiovisuelles; Capacité à enseigner en français et en anglais (le bilinguisme est une condition d'embauche). Entrée en fonction: 1 juillet 1995. Date limite des candidatures: 31 janvier 1995. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. Salaire établi conformément à la convention collective. Prière de faire parvenir son curriculum vitae ainsi que trois lettres de recommandation à: Denis Bachand, PhD, Directeur, Département de communication, 554 King Edward, Boîte postale 450, Succursale A, Ottawa, Ontario K1N 6N5

THE BEST PROFESSORS ARE THE BUSIEST. We specialize in doing the hard work involved in Overseas Travel-Study programmes. Let us organize your course offering overseas. Contact University Expeditions, Fax: (514) 264-2263, Tel: (514) 264-3308, or write 1001, Route 138, Athelstan, Québec J0S 1A0.

COMPARATIVE DEVELOPMENT STUDIES

TRENT UNIVERSITY - Applications are invited to fill a half-time, ten-month, limited term position at the Lecturer/Assistant Professor level from August 1, 1995 to May 31, 1996. Teaching duties will include a second year core course 'Development Analysis' in Comparative Development Studies. This course involves an examination of the strengths and limitations of the major perspectives that have informed development studies. Selected monographs which address critical issues in development on the basis of well defined paradigms and sound empirical research are used. CDS is a broad interdisciplinary program that aims at providing undergraduates with a perspective on development issues that is theoretically and historically informed and will consider all candidates regardless of disciplinary background, substantive and area interests. Candidates should have a PhD or equivalent, an active research program and a demonstrated commitment to undergraduate teaching. Further information about the program and the appointment may be obtained from R. Daniel Powell, Chair, Comparative Development Studies, Trent University, Peterborough, Ontario K9J 7B8. Applications should be submitted with a curriculum vitae, and the names of three referees by February 15, 1995. Trent University is an employment equity employer, and especially invites candidacies from women, aboriginal persons, visible minorities and disabled persons. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

COMPARATIVE LITERATURE

UNIVERSITY OF KING'S COLLEGE - For an appointment at the University of King's College, see Contemporary Studies.

COMPUTER SCIENCE

UNIVERSITÉ D'OTTAWA - Le Département D'Informatique de l'Université d'Ottawa recrute un(e) professeur(e) pour un poste régulier d'enseignement en français. Le niveau envisagé est de professeur(e) adjoint(e), mais d'autres possibilités pourront être considérées. On demande un doctorat en informatique (de préférence) avec un excellent potentiel dans la recherche et dans l'enseignement. Tous les domaines de recherche seront considérés, avec préférence pour: architecture des ordinateurs et systèmes d'exploitation, bases de données, théorie des langages et compilateurs. Le département offre des programmes d'informatique aux niveaux du baccalauréat, de la maîtrise et du doctorat. Les possibilités de recherche sont excellentes; nous avons des groupes de recherches établis dans les domaines des algorithmes, génie logiciel, intelligence artificielle, simulation, systèmes répartis. Il y a trois départements d'informatique dans la région, ainsi que des grands centres de recherches industriels de haute technologie et du gouvernement. L'Université d'Ottawa prône l'équité en matière d'emploi. Elle encourage fortement la présentation de candidatures féminines. Les intéressés doivent envoyer leur curriculum vitae, avec les noms et adresses de trois références, avant le 15 février, à: Luigi Logrippo, directeur, Département d'informatique, Université d'Ottawa, 150 Louis Pasteur, Ottawa, On K1N 6N5

YORK UNIVERSITY - The Department of Computer Science at Glendon College, York University, invites applications for a tenure-track position at the rank of Assistant Professor. Candidates should possess a PhD in Computer Science with a concentration in one of the following areas: hardware and software systems, artificial intelligence/intelligent systems including computational linguistics, computer networks and databases; but excellent candidates for other areas of computer science are encouraged to apply. Candidates will be expected to do most of their teaching in French. They should be able to teach and conduct research in both English and French. Duties will include teaching at the undergraduate level with some possibility of graduate teaching, as well as research and service to the University. Preference will be given to candidates with proven teaching experience, a strong research programme and the ability to contribute effectively to the York graduate programme in computer science. Salary is in accordance with the collective agreement and experience. Applications including curriculum vitae and the names of three referees should be sent to Dr. Eugène Roventa, Chair, Department of Computer Science, Glendon College, 2275 Bayview Avenue, Toronto M4N 3M6. Date of appointment: July 1, 1995. Deadline for applications: February 15, 1995. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

UNIVERSITÉ YORK - Le Département d'informatique du Collège universitaire Glendon de l'Université York sollicite des candidatures pour un poste pouvant conduire à la permanence, au rang de professeur(e) adjoint(e). Les candidates et candidats doivent détenir un doctorat en informatique avec spécialisation dans un des domaines suivants: systèmes de matériel et de logiciels, intelligence artificielle/systèmes intelligents y compris informatique linguistique, réseaux informatiques, bases de données; mais toute candidature de haut niveau dans un autre domaine sera également considérée. La personne sélectionnée devra enseigner principalement en français, avec possibilité d'enseignement en anglais, et effectuer ses travaux de recherche aussi bien en français qu'en anglais. Ses fonctions principales seront l'enseignement au niveau du 1er cycle et, éventuellement des 2e et 3e cycles, la recherche et les services à l'Université. La préférence sera accordée à la personne disposant d'une bonne expérience de l'enseignement, d'un programme de recherche solide et du potentiel nécessaire pour apporter une importante contribution au programme d'études supérieures d'informatique de l'Université York. Le salaire offert est fixé aux dispositions de la convention collective et à l'expérience acquise. Les candidates et candidats sont priés d'envoyer une lettre de candidature, leur Curriculum Vitae et le nom de trois répondants à M. Eugène Roventa, Directeur du département d'informatique, Collège Glendon, 2275 Avenue Bayview, Toronto, Ontario M4N 3M6. Date d'entrée en fonction: 1er juillet 1995. Date limite de candidature: 15 février 1995. Conformément aux exigences d'immigration Canada, cette annonce s'adresse aux citoyen(ne)s canadien(ne)s et resident(e)s permanents. L'Université York applique une politique d'équité en matière d'emploi et encourage les candidatures de professeures.

COMPUTING

WILFRID LAURIER UNIVERSITY - Department of Physics and Computing. Applications are invited for two faculty positions in Computing, one tenure-track and one limited term (1 or 2 years), beginning July 1, 1995, subject to budgetary approval. The successful candidates will teach at the undergraduate level and pursue an active research program. As well as degree programs in Physics, the Department offers undergraduate degrees in computing with an emphasis on both software and hardware. Candidates with expertise in either area are welcome to apply. The Department will move into a new science building in 1995. The

DIRECTOR OF INFORMATION SERVICES AND SYSTEMS

The University of New Brunswick (Saint John Campus) has decided to combine three major information areas (Library, Computing Services, Audio Visual/Multimedia). This new entity will be headed by the Director of Information Services and Systems, a position for which applications are now being sought.

While it is apparent that a convergence of information services and technology is now occurring, it is less apparent how one can capitalize on these changes. For this reason, we will be looking for the new Director to provide the leadership and direction necessary to satisfy the information and technological needs of our students (3,000) and faculty (over 100). The resources currently available for this task, on the Saint John Campus, are a budget of over $1 million and 21 full-time personnel. As well, excellent support and working relations exist with personnel on the Fredericton Campus.

This is a senior administrative position reporting directly to the Vice-President. The successful candidate will have a unique combination of skills including at least a Masters degree with a significant amount of relevant work experience in a university, education, or research environment. Experience with Library and Computer Systems is essential.

Salary will be based on relevant qualifications and experience. The University provides an excellent combination of pension and health benefits.

Applicants should send their resume along with a letter explaining how their background complements the position being advertised to:

Personnel Office
University of New Brunswick (Saint John)
P.O. Box 5050, Saint John, NB E2L 4L5

The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Faculty of Environmental Studies

Applications are invited for two tenure-stream appointments in the Faculty of Environmental Studies at York University: one position at the assistant or associate professor level in the area of Urban Environmental Design and one position at the assistant professor level in the area of Computer Applications in Environmental Studies. In addition, applications are invited for two tenure-stream joint appointments at the assistant professor level with the Faculty of Arts at York University: one position in Geographic Information Systems/Environmental Information Systems and one position in Health, Physical Activity and the Environment. All positions will be effective July 1, 1995, subject to final budgetary approval by the University.

The Faculty of Environmental Studies adopts a broad definition of "environmental studies" including natural, built, social and organizational environments.

Urban Environmental Design

While the focus of this position is on design processes and outcomes, it requires a fundamental knowledge of principles of both the ecology of natural systems and human interactions with the built environment. The candidate should have a substantial track record in urban environmental design practice and research that demonstrates an understanding of how the small-scale shaping of the urban environment interacts with the larger societal and biotic contexts and of the philosophical and ethical issues which are inherent in that interaction. A successful applicant will be expected to communicate effectively with students, most of whom will not become designers but will be collaborators with and consumers of designers' insights and expertise. As well, the successful candidate will be a member of the Canadian Institute of Planners or will be expected to become a member.

Computer Applications in Environmental Studies

The focus of this position is on computer applications in environmental studies with specialization in areas related to sustainable development such as environmental auditing, full-cost accounting, sustainable development indicators, global modelling, etc.

Geographic Information Systems/Environmental Information Systems

The Faculty of Environmental Studies and the Department of Geography (Faculty of Arts) invite applications for a joint tenure-stream position at the assistant professor level in the field of Geographic Information Systems/Environmental Information Systems, with a subsidiary interest in Remote Sensing and/or Image Processing.

Health, Physical Activity and the Environment

The Faculty of Environmental Studies and the Department of Physical Education, Recreation and Athletics (Faculty of Arts) invite applications for a joint tenure-stream position at the assistant professor level in the field of Health, Physical Activity and the Environment. The focus of this position is on the full range of environmental health issues relating to the revolution in health, from healthy cities to biotechnology. The position requires a firm grounding and genuine understanding of the principles of ecology, human communities, active living and behaviour as they apply to health issues.

All successful applicants will be expected to teach and advise students at the undergraduate and graduate levels, have a strong or promising scholarly record, and have proven ability in linking action and theory. Applicants should hold a PhD degree in a relevant field or have equivalent academic or professional experience.

The Faculty expects applicants to demonstrate enthusiasm for and competence in teaching and advising students in a highly individualized program; commitment to interdisciplinary education and research and to collegial collaboration therein; and explicit commitment to explore the relationships underlying nature and society in their research and teaching. Familiarity with appropriate uses of microcomputers will be regarded as essential.

Letters of application should address the stated Faculty approach and include a CV and the names of three referees familiar with the applicant's academic and professional work. Applications should be sent as soon as possible to: David V.J. Bell, Dean, Faculty of Environmental Studies, York University, North York, Ont, M3J 1P3 (Fax: 416-736-5679).

York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Environmental Studies encourages applications from people of colour, aboriginal/First Nations people, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Note: the Faculty is also advertising for positions in Biological Conservation, and Science, Technology and Culture.

CLASSIFIEDS

University is committed to employment equity policies and welcomes applications from all qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Closing date for applications will be January 31, 1995. Applications, complete with a curriculum vitae and the names of three references, should be sent to: Dr. John Lit, Chair, Department of Physics and Computing, Wilfrid Laurier University, 75 University Ave. West, Waterloo, Ontario N2L 3C5

CONTEMPORARY STUDIES

UNIVERSITY OF KING'S COLLEGE - The **Contemporary Studies Programme** for the University of King's College invites applications for a probationary tenure-track appointment at the rank of Assistant Professor, commencing July 1, 1995. The field of expertise for applicants is Literary and Critical Theory. The candidate will be asked to created new undergraduate courses and must have a demonstrated ability to teach. The University of King's College is a small undergraduate institution which offers programmes of interdisciplinarity study; the Contemporary Studies Programme provides wide-ranging study of contemporary European and North American thought and culture. Applications, including a curriculum vitae and three letters of reference (forwarded directly by referees) should be sent to: Elizabeth Edwards, Director, Contemporary Studies Programme, University of King's College, Halifax, NS B3H 2A1 Closing date for applications February 1, 1995. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of King's College is an equal opportunity employer

CRIMINOLOGY

SIMON FRASER UNIVERSITY - 1. The School of Criminology is inviting applications for two tenure-track positions at the Assistant Professor level which, subject to final budgetary approval, will be available from the start of the 1995/96 academic year. The School has a well-established undergraduate programme with 760 majors in Criminology. It also offers graduate programmes leading to the degrees of M.A. and PhD; there are 62 students enrolled in such programmes. The teaching faculty is multidisciplinary and, at present, consists of 22 members. 2. Position 1. A two-year limited-term position teaching introductory law and law related courses within the School of Criminology (LLM. or equivalent, with demonstrated research and teaching abilities. All candidates are asked to submit a sample of their research publications. Position 2. A one-year limited-term position teaching courses in the sociology of crime and law. PhD in a social or behavioural science discipline with demonstrated teaching abilities. All candidates are asked to submit a sample of their research publications. Note: In accordance with Canadian immigration requirements this advertisement is primarily directed to Canadian citizens and permanent residents of Canada. However, if suitable Canadian applicants cannot be determined, individuals from other countries will be considered 3. To undertake research and to conduct courses in criminology. 4. Dependent on qualifications and experience. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants 5. Applications will be treated in confidence, and should be sent together with c.v. and names and addresses of at least three referees to: Professor Neil Boyd, Director, School of Criminology, Simon Fraser University, Burnaby, B.C. V5A 1S6 6. The successful candidates may commence duties on 1 September, 1995. 7. Applications will be accepted until 15 February, 1995.

DENTISTRY

DALHOUSIE UNIVERSITY - **The Faculty of Dentistry** invites applications for a full-time tenure track position of Head, Division of Periodontics, effective July 1995. Preference will be given to applicants with graduate training in Periodontics and eligibility for licensure in Nova Scotia. Demonstrated ability in administration, teaching and scholarship is expected. Extramural practice privileges are available. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. Applications will be received until April 1, 1995. Applicants should submit a letter of application with Curriculum Vitae and the names and addresses of three referees to: Dr. R.M. MacDonald, Chair, Department of Restorative Dentistry, Dalhousie University, Faculty of Dentistry, Halifax, NS B3H 3J5.

DRAMA

THE UNIVERSITY OF ALBERTA - **The Department of Drama** requires a sessional instructor (subject to available funding) in physical theatre for July 10 - August 16, 1995. The course to be taught will divided into two parts: 1) the relaxation and conditioning of the voice and body 2) theatrical improvisation based on the structural principles of musical composition. The successful candidate will possess the following: a master's degree or equivalent; at least five years of teaching experience at the university level; directing and performance experience; working knowledge of techniques ranging from musical composition, collective creation, corporeal mime and performance techniques such as those instituted by Jerzy Grotowski or Eugenio Barba, working knowledge of vocal techniques based on full body incorporation. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application with full curriculum vitae should be sent by February 28, 1995 to: David Barnett, Chair, Department of Drama, University of Alberta, 3-146 Fine Arts Building, Edmonton, AB T6G 2C9 Salary: $6,472.00. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women

THE UNIVERSITY OF TORONTO - Scarborough College. Applications are invited for a tenure stream appointment at the rank of Assistant Professor of Drama. Qualifications: completed PhD and practical experience with University productions. Duties: research, undergraduate theatre workshop courses at all levels; directorial work in student productions; including musical theatre; ability to teach courses in, for example, History of Theatre welcome. Appointment is effective July 1, 1995. Salary commensurate with qualifications. Complete dossier which must include C.V. and three letters of reference, and should include evidence of scholarly and teaching ability, should be sent to Professor Lorna Jane Abray, Chair, Division of Humanities, Scarborough College, University of Toronto, 1265 Military Trail, Scarborough, Ontario M1C 1A4 Applications arriving after February 28, 1995 may be too late. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants (permanent residents) of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities.

EARTH SCIENCES

SIMON FRASER UNIVERSITY is starting a new program in the Earth Sciences. The program, building on existing university strengths in Quaternary studies and geomorphology, will have a focus on the environmental earth sciences. The first two full-time appointments will commence in September 1995. The first appointment is a tenure-track faculty position at the assistant professor level. The PhD is required at the time of appointment. A candidate is being sought in the field of Sedimentary Geology with a specialization in one or more of the following areas: clastic sedimentology, physical sedimentary processes, or modern depositional environments. The second appointment is a tenure-track faculty position at the assistant professor level. A candidate is being sought in the field of Stratigraphy or Structure with a specialization in one or more of the following areas: Cordilleran terrains, regional tectonic and structural geology. The successful candidate must have a commitment to both undergraduate and graduate education as well as to developing a funded research program. In accordance with Canadian Immigration this advertisement is directed to Canadian Citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applicants should send a curriculum vitae; a letter describing current and near-term research interests; copies of appropriate reprints, and the names of at least three referees by March 31, 1995 to: Dr. Michael C. Roberts, Director, Earth Sciences Program, Faculty of Science, Simon Fraser University, Burnaby, BC V5A 1S6 Phone (604)291-3723; Fax (604)291-3424

ECONOMICS

SAINT MARY'S UNIVERSITY - The Department of Economics invites applications for a tenure track position commencing September 1, 1995, subject to budgetary approval. Applicants for the position should have a PhD (completed or near completion) and a strong interest in teaching introductory and upper level undergraduate courses, and should be actively pursuing professional research. Previous teaching experience is desirable. While the fields are open, candidates interested in teaching History of Economic Thought, Economic History, Economic Development, Resources & Environmental Economics and Money & Banking are especially encouraged to apply. Applications will be accepted until the position is filled, with initial consideration to commence July 15, 1995. Saint Mary's University welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should arrange for the complete application and three (3) letters of reference to be sent directly to The Selection Committee, Department of Economics, Saint Mary's University, Halifax, NS B3H 3C3, Canada.

YORK UNIVERSITY, ATKINSON COLLEGE, Department of Economics, invites applications for a contractually limited appointment for one year available July 1, 1995. (This appointment is subject to budgetary approval by the University.) Atkinson College is a Faculty of York University whose mission is to provide a range of degree programmes for adult students studying on a part-time basis, primarily through evening courses and both evening and day-time courses in the summer. Qualifications: Applicants must have a PhD in Economics, or be near completion. The priority areas of specialization are industrial organization and microeconomic theory. Prior experience teaching mature students at the university level preferred. Please mail or FAX application, curriculum vitae and the names, addresses and telephone numbers of three referees to: Professor Lerry Anderson, Chair, Department of Economics, Atkinson College, York University, 4700 Keele Street, North York, Ontario M3J 1P3 Phone: (416)736-5218. FAX: (415)736-5188. Deadline for receipt of applications is January 31, 1995. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada

THE UNIVERSITY OF NEW BRUNSWICK - Saint John Campus, Department of Social Science, invites applications for a tenure track position in Economics beginning January 1, 1996. Candidates should have a PhD in Economics and some teaching experience. Duties will include teaching three full courses and to develop a research program. Most fields of specialization will be considered, but those of special interest are money and banking, financial economics, Canadian economic issues and economic history. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. Peter McGahan, Dean of Arts, University of New Brunswick, Box 5050, Saint John, N.B. E2L 4L5. Department representatives will be in Washington (AEA meetings). Electronic enquiries may be sent to KABIR@UNB.CA. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN - **The Department of Economics** of the University of Saskatchewan invites applications for a one year limited-term position at the assistant professor rank, subject to budgetary approval. All fields of specialisation will be considered. A PhD or work towards a PhD is required. The appointment is effective September 1, 1995; salary is commensuate with qualifications. Interested candidates should send their c.v. and transcripts, and arrange to have three letters of reference sent to: Professor Morris Altman, Head, Department of Economics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. This position has been cleared for advertising at the two-tier level. Accordingly, applications are invited from qualified individuals regardless of their immigration status in Canada. Applications close when the position is filled, but in any case not before February 28, 1995. The University of Saskatchewan is committed to the principle of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications

WILFRID LAURIER UNIVERSITY, Department of Economics. Applications are invited for appointments beginning July 1, 1995, subject to budgetary approval. PhD, or near PhD, preferably with some teaching and research experience. Duties include teaching at the undergraduate and master's level and research. Candidates in all areas will be considered. The advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men, including racial minorities, people with disabilities, and aboriginal people. A smoke-free working environment is provided. Applications with a curriculum vitae and the names of three references should be sent to Dr. Terrence Levesque, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5.

EDUCATION

UNIVERSITY OF MANITOBA - The Department of Curriculum: Mathematics and Natural Sciences invites applications for a tenure track position at the Assistant Professor rank in the area of Home Economics/Human Ecology Education. Applicants should have a completed or nearly completed doctoral degree, at least one degree should be in Home Economics/Human Ecology, and successful school teaching experience. Expertise in a supporting curricular area, experience in program development and implementation, conducting research, working collaboratively in a team situation, and participating in university-school partnerships are assets. Responsibilities include: teaching undergraduate and graduate courses in Home Economics/Human Ecology Education; coordinating the education component of the comprehensive Human Ecology/Education program and serving as a liaison between the Faculties of Education and Human Ecology; carrying out a research program; working with student teachers and supervising graduate student research; participating in the Faculty's service activities; serving as a liaison between the Faculty and practising professionals, school divisions and agencies such as the provincial department of education. The position is subject to final budgetary approval. The current starting salary range at the assistant professor level is $35,328-$47,500. Salary is dependent upon qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University provides a smoke-free environment save for specially designated areas. Please send application including a current curriculum vitae and the names of three referees to: Prof. Betty Johns, Head, Department of Curriculum: Mathematics and Natural Sciences, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2. Telephone (204)474-9013; Fax (204)275-5962 Closing date for receipt of applications is February 28, 1995. Applications received after this date may be considered if the position is not filled

UNIVERSITY OF ALBERTA - **Faculty of Education.** Applications are invited for the position of Coordinator for the University of Alberta/Grande Prairie Regional College Collaborative BEd Pilot Project. This is a term position for 2 to 2 1/2 years commencing as soon as possible following receipt of applications. The successful applicant will be a Canadian Citizen and will be responsible for the organization and evaluation of this project in conjunction with a coordinating committee appointed by both institutions. The Coordinator will be expected to work closely with personnel from both Grande Prairie and the Faculty of Education, University of Alberta in delivering this program. Candidates should have teaching experience in an elementary school and/or a teacher education institution. Preference will be given to those candidates who are able to teach courses within the program. Successful completion of graduate level education is required with preference given to candidates with appropriate training at the doctoral level. Salary will be commensurate with experience and education ($40,000-$50,000). Closing date for applications: January 31, 1995. Applications including a current curriculum vitae and three letters of reference should be sent to: Dean, Faculty of Education, 845 Education South, University of Alberta, Edmonton, AB T6G 2G5. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF ALBERTA - Applications are invited for a tenure-track position in the Faculty of Education at the University of Alberta. The appointments will be at the Assistant Professor level with a current salary range of $39,230 to $55,526 (subject to confirmation of funding). The date of appointment will be July 1, 1995. The successful candidate will be expected to pursue a program of research and related scholarly activities. Applicants must have teaching experience and a recognized teaching certificate. A doctorate or near completion in a related discipline is required. **Secondary Education, Career & Technology Studies in Industrial Education:** Duties will include undergraduate and graduate teaching in curriculum and instruction courses in career & technology studies (industrial education) and general curriculum studies, working with field personnel and students in field experiences programs and graduate student supervision at the Masters and doctoral levels. **Secondary Education, Career & Technology Studies (0.50FTE):** Duties will include undergraduate and graduate teaching in curriculum and instruction courses in career & technology studies (home economics education) and general curriculum studies, working with field personnel and students in field experience programs and graduate student supervision at the Masters and doctoral levels. **Educational Psychology:** Emphasis will be on the applications of Education Psychology to teaching, learning and the creation of successful classroom environments. Responsibilities will include teaching at the undergraduate and graduate level, supervision of student teachers, and supervision of graduate students. The Department places strong emphasis on theory/practice interactions. **Educational Policy Studies, Analysis of Educational Policies:** The Department of Educational Policy Studies is a newly created department combining Educational Administration, Educational Foundations and Adult and Higher Education. The successful candidate will work in the area of policy analysis from an administrative perspective and should integrate this work with another area of specialty in the department: adult and higher education, history of education, philosophy of education, sociology of education and international and intercultural education. **Elementary Education, Mathematics Teacher Education:** Duties will include undergraduate and graduate teaching in curriculum and instruction courses in Mathematics Education and general methodology, supervision of field experiences and graduate supervision. Candidates should have a suitable academic background in Mathematics Education. **Elementary Education, Mathematics Social Studies Teacher Education:** Duties will include undergraduate and graduate teaching in curriculum and instruction courses in Social Studies Education and general methodology, supervision of field experiences and graduate supervision. Candidates should have a suitable academic background in Social Studies Education. Applications to specific positions, including a current curriculum vitae, relevant scholarly papers, and the names of three referees should be submitted by January 31, 1995 to Dr. Harvey Zingle, Dean, Faculty of Education, University of Alberta, Edmonton, AB T6G 2G5. The University of Alberta will try to facilitate spousal employment within the limits of current Canada Employment and Immigration requirements. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

EDUCATIONAL STUDIES

THE UNIVERSITY OF BRITISH COLUMBIA - **Department of Educational Studies.** The University of British Columbia invites applications for a full-time, tenure track appointment at the Assistant Professor level. The Department represents a recent integration of programs (adult and higher education, educational administration) and educational disciplines (sociology, history, philosophy, and anthropology). We are committed to meeting traditional program needs and to developing innovative and integrated approaches to emerging issues in education. We offer courses in the Faculty's post-baccalaureate teacher

McGill

RESEARCH SCIENTIST
DIVISION OF NEUROSURGERY
MONTREAL GENERAL HOSPITAL & McGILL UNIVERSITY

A position is available **July 1, 1995** for a junior neuroscientist with PhD and extensive post-doctoral experience in molecular basis of peripheral nerve regeneration and synapse formation. The ability to attract salary support and research funds is essential. Salary for 3 years is dependent upon success in internal competition. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

Please apply in writing before **January 30, 1995** to:

Peter Richardson
Division of Neurosurgery
Montreal General Hospital
1650 Cedar Avenue
Montreal, Canada H3G 1A4

UNIVERSITÉ DE RÉGINA
Faculté d'éducation
Le Baccalauréat en éducation

Poste:

Le programme du Baccalauréat en éducation cherche un(e) professeur(e) adjoint(e) en éducation (pouvant mener à la permanence). Un(e) professeur(e) agrégé(e) pourrait être considéré(e).

Ce programme offre une formation en pédagogie pour ceux et celles qui se dirigent vers l'enseignement dans les écoles francophones, d'immersion et le français de base de la maternelle à la 12e. Ce programme est hébergé dans la Faculté d'éducation dans une Université anglophone engagée dans l'expansion de l'enseignement et des services en français.

Fonction:

Le poste comprend (1) l'enseignement en français dans le programme des baccalauréats en éducation et (2) la participation à l'élaboration du programme, 3) la recherche, (4) et la publication.

Exigences:

Doctorat de préférence en pédagogie; maîtrise avec expérience pertinente serait considérée. Bilingue avec une forte compétence en français.

Description de la tâche:

La tâche comprendra l'enseignement dans un des deux domaines suivants: soit (1) cours des techniques et stratègies génériques d'enseignement, de la didactique des mathématiques et des sciences, et la supervision des stagiaires; ou soit (2) des cours en psychopédagogie tels que de la psychopédagogie de la première enfance et de l'adolescent; de mesure et évaluation, de l'apprenant en difficulté, et la supervision des stagiaires. Veuillez indiquer le domaine préféré.

Entrée en fonction:

Le 1er juillet 1995. Les demandes devront être accompagnées du curriculum vitae et de trois références. Elles doivent être adressées avant lundi le **17 février 1995** à:

Monsieur Michael Tymchak, doyen
Faculté d'éducation
Université de Régina
Régina, Saskatchewan S4S 0A2
Téléphone (306)585-4500; Télécopieur (306)585-4880

L'Université de Regina s'applique à la politique d'équité en matière d'emploi.

ENVIRONMENTAL SCIENCE
UNIVERSITY OF TORONTO
SCARBOROUGH CAMPUS

The Physical Sciences Division, Scarborough Campus, University of Toronto, seeks to make a tenure-stream appointment at the rank of Assistant Professor in the field of Environmental Science commencing July 1, 1995. The individual to be appointed should have teaching and research expertise in one or more of the following areas: Fluvial and/or Limnological Systems; Contaminant Fluxes in Near Surface Environments; Soil Remediation. Preference will be given to individuals in the Earth Sciences whose disciplinary skills are directed at contemporary environmental issues (e.g. environmental degradation, environmental change, etc.). The appointee will be required to assist in teaching introductory undergraduate courses as well as more specialized courses in their area of expertise to complement an Environmental Science Programme which is focused strongly in the Earth Sciences. Ancillary technical skills in Geographic Information Systems, Remote Sensing or Numerical Modelling would be advantageous. The appointee must have a demonstrated potential for excellence in research and will be appointed to the graduate department(s) appropriate to their expertise, to be involved in graduate teaching and supervision.

Applicants should ask at least three referees to send letters of recommendation and should forward an application consisting of a curriculum vitae to:

Professor John Perz, Chair
Division of Physical Sciences
Scarborough Campus, University of Toronto
1265 Military Trail, Scarborough, Ontario
M1C 1A4

The deadline for applications is **February 15, 1995.**

In accordance with Canadian immigration requirements, this information is directed to Canadian Citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

All positions are subject to final budgetary approval.

ANNONCES CLASSÉES

education program as well as diploma and graduate work. Our approximately 400 full and part-time graduate students are enrolled in M.A., M.Ed., Ed.D. and PhD programs. The successful candidate will have an earned doctorate and scholarly interest in the area of leadership and governance in school systems. She or he will have a strong background in a traditional or emerging theoretical perspective in education, a willingness to stimulate and participate in academic debate within the Department, and the ability to make contributions through teaching, research and the supervision of graduate students with a variety of backgrounds and interests. The Selection Committee will be seeking evidence of (i) an active research agenda, (ii) a demonstrated ability to interact with field personnel, and (iii) successful teaching at the post-secondary level. It is also desirable that individuals show an interest in working across the traditionally defined boundaries of the elementary/intermediate, secondary and non-formal education sectors. Interest and ability in applying academic expertise to problems of practice are assets. The appointment is to be effective July 1, 1995 and is subject to final budgetary approval. The closing date for applications is February 15, 1995. Appointment may be considered at a higher rank for a women with exceptional qualifications. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Letters of application, curriculum vitae, the names, addresses and phone and FAX numbers of three referees, together with a statement of research interests and one published article should be sent to: Dr. Graham Kelley, Acting Head, Department of Educational Studies, Faculty of Education, University of British Columbia, 2125 Main Mall, Vancouver, B.C. V6T 1Z4

ENGINEERING

UNIVERSITY OF NEW BRUNSWICK
Applications are invited for a non-tenure track term position in the Department of Civil Engineering, University of New Brunswick, Fredericton, New Brunswick, at the Assistant Professor level for the period July 1, 1995 to June 30, 1996. The Department is searching for teaching and research expertise in the area of environmental engineering as it relates to civil engineering. Candidates should have completed a PhD degree, be eligible for registration as Professional Engineer in the Province of New Brunswick, and have a commitment to teaching, research and the engineering profession. The successful candidate will be expected to: teach undergraduate and graduate courses in environmental engineering; do environmental design for capital works, and related courses; engage in research in environmental engineering and to provide guidance to graduate students working in this field; participate in joint multidisciplinary activities, as they arise, with Departmental groups including construction, geotechnical, groundwater, materials, structures and transportation. Such interaction will focus on the environmental aspects of the design, construction and rehabilitation of civil engineering works. Applications with a curriculum vitae and the names of three references are to be sent to: Dr. Dale E. Bray, Chair, Department of Civil Engineering, University of New Brunswick, PO Box 4400, Fredericton, NB E3B 5A3. The closing date for application is March 1, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK - In anticipation of the establishment of an Industrial Research Chair in Real-Time Signal Processing, the Faculty of Engineering at the University of New Brunswick is inviting applications from highly qualified individuals. The industrial partner with the University is IOTEK, a dynamic and innovative firm with an established record in the development of real-time systems for military and commercial applications. It is anticipated that this Chair will be in place by April 1, 1995. The appointment is a tenure track position in the Department of Electrical Engineering. Excellence of academic qualifications, industrial experience and willingness to collaborate with industry will be major factors in the Chair selection. The Electrical Engineering Department has research programs in place in the areas of real-time signal processing, adaptive algorithms for transient signal analysis, digital signal processing architectures and image recognition. In addition, cooperation will be expected with existing Industrial Research Chairs such as the Control & Instrumentation Chair. Candidates must have a PhD with a strong research record and demonstrated expertise in real-time signal processing. The emphasis of the Chair will be on the development of parameter estimation and tracking procedures, sensor data association and fusion, data base management and information visualization techniques for real-time systems. Experience in sonar signal acquisition and processing is highly desirable. Full collaboration with IOTEK and other industrial sponsors must be a commitment of the selected candidate. An important goal of the Chair will be the transfer of technology to industry. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens or permanent residents. Applications will be accepted until the position is filled. Nominations, applications and requests for information should be forwarded to: Dr. Wolfgang Faig, Dean, Faculty of Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3; Fax: 506-453-4569.

UNIVERSITY OF OTTAWA - Department of Chemical Engineering - Faculty Positions Applications are invited for a tenure-track and a two-year contractual position at the ranks of Assistant Professor. The candidates must hold a bachelor's degree in chemical engineering and a PhD in chemical engineering or a related discipline. The ability to teach in English as well as in French would be a distinct advantage. The duties for the tenure-track position include the teaching of undergraduate and graduate courses, research involving the supervision of M.A.Sc. and PhD candidates, and participation in departmental and university activities. The candidate should have the experience and background to conduct research in environmental engineering. The duties for the contractual position mainly include the teaching of undergraduate and possibly graduate chemical engineering courses and participation in departmental and university activities. The research background for this position is of lesser importance than the calibre of the candidate. The University of Ottawa is interested in attracting female and male candidates, and supports employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. The department plans to fill these positions by July 1, 1995. Applications should be received by March 1, 1995. Interested applicants should send their curriculum vitae and the names of three references to: Dr. Z. Duvnjak, Chairman, Department of Chemical Engineering, University of Ottawa, P.O. Box 450, Station A, Ottawa, Ontario K1N 6N5.

UNIVERSITÉ D'OTTAWA - Département de génie chimique. Postes dans l'enseignement. Nous sommes à la recherche de personnel pour combler un poste menant à la permanence et un poste contractuel de deux ans, tous deux au rang de professeur adjoint ou professeure adjointe. Pour ces deux postes de candidature, vous devez détenir un baccalauréat en génie chimique et un doctorat en génie chimique ou dans une discipline connexe. La capacité d'enseigner en français et en anglais constitue un atout certain. Dans le poste menant à la permanence, vous devrez notamment enseigner des cours de premier, de deuxième et de troisième cycle, faire de la recherche et diriger des candidats et candidates à la maîtrise en sciences appliquées et au doctorat et, aussi, participer aux activités du département et de l'université. De préférence, vous posséderez en outre l'expérience et les antécédents nécessaires pour mener des recherches en génie de l'environnement. Dans le poste contractuel, votre tâche principale consistera à enseigner des cours de premier et, peut-être, de deuxième et de troisième cycle en génie chimique et à participer aux activités du département et de l'université. De préférence, vous posséderez en outre l'expérience et les antécédents nécessaires pour mener des recherches en génie de l'environnement. Dans le poste contractuel, votre tâche principale consistera à enseigner des cours de premier et, peut-être, de deuxième et de troisième cycle en génie chimique et à participer aux activités du département et de l'université. Pour ce poste, les antécédents en recherche importent moins que le calibre de la personne. L'Université d'Ottawa accorde un intérêt égal aux candidatures des femmes et des hommes et applique l'équité en matière d'emploi. Conformément aux règles du Canada en matière d'immigration, notre annonce s'adresse en premier lieu aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent. Le Département souhaite combler ces postes le 1er juillet 1995 et accepte les candidatures jusqu'au 1er mars 1995. Srces postes vous intéressent, faites parvenir à l'adresse ci-dessous votre curriculum vitae et le nom de trois personnes aptes à fournir des références: Monsieur Z. Duvnjak, directeur, Département de génie chimique, Université d'Ottawa, C.P. 450, succ. A, Ottawa (Ontario) K1N 6N5.

ROYAL MILITARY COLLEGE OF CANADA - Applications are invited for two positions at the Assistant Professor level beginning 1 July, 1995 (The positions will be filled subject to the availability of funding at the time of offer). Responsibilities: include teaching in English and French in one of the areas of Applied Electromagnetics and Microwaves, Mathines and Power, Communications and Signal Processing, Research and Administrative duties. Qualifications: a PhD or equivalent in one of the above areas; fluency in both English and French and a reasonable record of Salary Ranges. Assistant Professor: $35,588 to $53,834 per annum. Applications: should include a curriculum vitae, and names of three references and copies of publications to: Dr. Y.T. Chan, Head, Department of Electrics and Computer Engineering, Royal Military College of Canada, Kingston, ON K7K 5L0, Canada. The closing date for applications is 15 March, 1995. In accordance with Canada Immigration requirements, priority will be given to the first instance to Canadian citizens and, in the second instance, to Landed Immigrants and Permanent Residents of Canada. The Royal Military College of Canada is a bilingual and coeducational university. These positions are offered equally to women and men. On peut obtenir une version française de cette annonce en vous adressant à Dr. Y.T. Chan.

UNIVERSITÉ LAVAL - Faculté des sciences et de génie. Le Département de génie civil de l'Université Laval sollicite des candidatures pour les postes suivants. Poste 1: Professeure, Professeur, en Éléments Finis. Description: Participer à l'enseignement au niveau des trois cycles dans un ou plusieurs des domaines suivants: éléments finis, dynamique des structures, mathématiques appliquées, méthodes numériques et CAO. Y engager dans des programmes de recherche en éléments finis appliqués notamment au domaine des plaques et coques et à celui des matériaux nouveaux ou de la dynamique des structures; encadrer les étudiantes et étudiants notamment au niveau des 2e et 3e cycles; participer aux autres tâches du fonctionnement universitaire. Qualifications: Détenir une formation de base en génie; être titulaire d'un doctorat; posséder plusieurs années d'expérience pertinente au domaine des éléments finis et avoir à son actif des publications dans ce domaine; posséder la capacité de communiquer et d'enseigner en français (ou s'engager à l'acquérir). Poste 2: Professeure, Professeur en Géotechnique. Description: Participer à l'enseignement au niveau des trois cycles dans le domaine de la géotechnique; s'engager dans des programmes de recherche contribuant à la formation de chercheures et chercheurs et à la diffusion des connaissances dans le secteur de la modélisation numérique des problèmes pratiques en géotechnique (surfaces de rupture, essais en place, phénomènes dynamiques, etc.); participer aux autres tâches du fonctionnement universitaire. Qualifications: Être titulaire d'un doctorat pertinent au domaine (ou sur le point de l'obtenir); posséder la capacité de communiquer et d'enseigner en français (ou s'engager à l'acquérir); être éligible à l'Ordre des ingénieurs du Québec et s'engager à le devenir. Rémunération. Selon la convention collective en vigueur. Entrée en fonction: Aussitôt que possible. Les personnes intéressées à postuler sont priées de faire parvenir, avant le 1er mars 1995, leur curriculum vitae, une description de leur domaine de compétence, un bref exposé du programme de recherche qu'elles souhaiteraient entreprendre ainsi que le nom, l'adresse et le numéro de téléphone de deux personnes pouvant fournir des références, à Monsieur Jean Sérodes, directeur, Département de génie civil, Faculté des sciences et de génie, Pavillon Adrien-Pouliot, Université Laval, Cité universitaire, Québec, Canada G1K 7P4. En vertu de son Programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes. En accord avec les exigences du ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada.

UNIVERSITY OF GUELPH - School of Engineering. We invite applications for a full-time tenure-track position in Engineering Systems and computing commencing July 1, 1995. The intention is to appoint at the Assistant Professor level. Applicants should have a PhD with specialization in engineering systems and computing or electrical engineering, with specialization in systems simulations, systems modelling and real-time systems. Design experience will be a definite asset. The successful applicant will be expected to (a) instruct in undergraduate courses in engineering systems modelling, simulation and real-time systems, including network theory, electrical devices, systems and control theory, (b) engage in research in support of the School's mission and direct graduate students, (c) develop and teach relevant graduate courses, (d) assist at the undergraduate level in other aspects of Engineering education, and (e) share responsibility for the electrical and control laboratories. Applicants must be a Professional Engineer or be qualified and prepared to become a registered Professional Engineer. The School of Engineering has 19 faculty, 16 staff, about 500 undergraduate students (40% of whom are female) and about 100 graduate students. It currently offers accredited undergraduate programs in engineering systems and computing, environmental engineering, biological engineering, food engineering, and water resources engineering. The University is renowned for its environmental and biological science, being among the most research-intensive universities in Canada, with scholarly research funded by grants and contracts of about $55 million annually. The university offers a quality life style with excellent career opportunities. It dates back to 1874 and has an enrolment of over 12,000 full-time undergraduate and graduate students. It remains small enough to foster a friendly and informal atmosphere, yet is large enough to offer the diversity and challenge of a much larger university. Application deadline: March 1st, 1995 The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The appointment is subject to budgetary approval. Applications (including a CV and the names and addresses of three referees) should be submitted to Dr. J.C. Jofriet, P.Eng., Director, School of Engineering, University of Guelph, Guelph, Ontario N1G 2W1. INTERNET: jofriet@net2.eos.uoguelph.ca; FAX: (519)836-0227.

UNIVERSITY OF GUELPH - School of Engineering. We invite applications for a full-time tenure-track position in Environmental Engineering commencing July 1, 1995. The intention is to appoint at the Assistant Professor level, however higher levels will be considered if appropriate. Applicants should have a PhD in environmental engineering with specialization in water and/or air pollution prevention and control, and/or waste management. Design experience will be a definite asset. The successful applicant will be expected to (a) instruct in undergraduate and graduate level courses in environmental engineering, (b) engage in research and direct graduate students, (c) assist at the undergraduate level in other aspects of Engineering education, (d) share responsibility for the environmental laboratories. Applicants must be a Professional Engineer or be qualified and prepared to become a registered Professional Engineer. The School of Engineering has 19 faculty, 16 staff, about 500 undergraduate students (40% of whom are female) and about 100 graduate students. It currently offers accredited undergraduate programs in engineering systems and computing, environmental engineering, biological engineering, food engineering, and water resources engineering. The University is renowned for its environmental and biological science, being among the most research-intensive universities in Canada, with scholarly research funded by grants and contracts of about $55 million annually. The university offers a quality life style with excellent career opportunities. It dates back to 1874 and has an enrolment of over 12,000 full-time undergraduate and graduate students. It remains small enough to foster a friendly and informal atmosphere, yet is large enough to offer the diversity and challenge of a much larger university. Application deadline: March 1st, 1995. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The appointment is subject to budgetary approval. Applications (including a CV and the names and addresses of three referees) should be submitted to Dr. J.C. Jofriet, P.Eng., Director, School of Engineering, University of Guelph, Guelph, Ontario N1G 2W1. INTERNET: ofriet@net2.eos.uoguelph.ca; FAX: (519)836-0227.

CONCORDIA UNIVERSITY - The Department of Civil Engineering invites applications for a tenure-track faculty position in structural engineering. Candidates must possess a PhD in Civil Engineering and have skills in computer applications. A strong analytical background and thorough knowledge of finite element formulation are pre-requisites, as is the ability to teach advanced graduate courses in structural analysis and design. Practical design experience - preferably in a North American setting - in concrete, timber, or metal structures is essential. The successful candidate will be expected to establish a significant research program, supervise M.A.Sc. and PhD students and demonstrate a strong commitment to teaching at all levels. Ability to assume administrative responsibility and to generate research funding are also important criteria. A knowledge of French will be an asset. Membership, or eligibility for membership, in a Canadian professional engineering association is required. Applicants should send a curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees to: Professor Cedric Marsh, Acting Chair, Department of Civil Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montréal, Québec, Canada H3G 1M8. Applications will be accepted until the position is filled. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. All things being equal, women candidates shall be given priority.

ENGLISH

THE UNIVERSITY OF NEW BRUNSWICK - Saint John Campus, Department of Humanities and Languages, invites applications for a tenure track position in English at the level of Assistant Professor beginning July 1, 1995. Minimum qualifications include a completed PhD, some teaching experience, and a proven record of research. The successful candidate will be someone equipped to teach in a small department where everyone teaches lower level courses and where upper level courses are taught in a two or three year rotation. Preference will be given to candidates whose field of specialization is the Romantic Period and who have a demonstrated secondary strength in the prose and poetry of the 17th, 18th or 19th century. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. Peter McGahan, Dean of Arts, University of New Brunswick, Box 5050, Saint John, N.B. E2L 4L5. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ST. THOMAS MORE COLLEGE - The Department of English at St. Thomas More College invites applications for a tenure-stream position at the rank of Assistant Professor to begin July 1, 1995 in one of the following areas: Medieval, Renaissance, or 17th-Century. PhD required. Willingness to teach interdisciplinary studies would be an asset. St. Thomas More College is a Catholic college federated with the University of Saskatchewan. Applicants should send a curriculum vitae, transcripts, and three letters of reference to Dr. Patrick Kelly, Acting Head, Department of English, St. Thomas More College, 1437 College Drive, Saskatoon, Sask. S7N 0W6. Application deadline: February 15, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY - The Department of English invites applications for a tenure-track position, at the Assistant Professor level, in Twentieth-Century British Literature. Secondary qualifications in one or more of the following areas will be a distinct asset: gender studies, genre theory, and cultural studies. Teaching assignments will include courses in the Department's Honours and General programs, as well as courses in the Graduate program, the focus of which is Literary Studies in Gender and Genre. PhD required; publications and teaching experience preferred. Under exceptional circumstances, an appointment at the rank of Associate Professor may be made. Appointment effective 1 July 1995. Closing date of applications: 31 March 1995. Applicants should send their curriculum vitae, including teaching dossier, and arrange for the forwarding of three letters of reference, to Dr. Paul Tiessen, Chair, Department of English, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University encourages applications from qualified women, aboriginal peoples, visible minorities, and persons with disabilities.

THE UNIVERSITY OF CALGARY - The Department of English invites applications for a tenure-track position at the rank of Assistant Professor. Appointment effective July 1, 1995. Candidates with a completed PhD and qualifications in the area of 16th/17th century literature will be preferred. Secondary strength will be an asset. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Applicants should send a curriculum vitae and a sample of published or written work, and arrange to have three letters of reference sent before March 31, 1995 to: Professor A. Kertzer, Head, Department of English, The University of Calgary, 2500 University Drive, N.W., Calgary, Alberta T2N 1N4.

MALASPINA UNIVERSITY-COLLEGE - The Department of English, is accepting applications for a full-time regular instructor, beginning August 1, 1995, to teach a variety of undergraduate courses and in the Arts One First Nations Program, a first-year interdisciplinary core program, most of whose students and instructors are of First Nations ancestry. M.A. degree required (PhD and some teaching experience preferred). The successful candidate will enjoy working in a small department where most of the teaching is in first and second year courses and where third and fourth year courses are taught in rotation. Forward applications for Competition 94-4069, including curriculum vitae and the names of three referees, before 1:00 p.m. Friday, February 24, 1995 to Director of Personnel, 900 Fifth Street, Nanaimo, B.C. V9R 5S5. Malaspina University-College regrets that only candidates selected for interview will be contacted. Malaspina University-College is committed to the principle of employment equity. People of First Nations ancestry are especially encouraged to apply.

MALASPINA UNIVERSITY-COLLEGE - The Department of English, is accepting applications for temporary positions in the English Department (August 1995 to May 1996). The positions are subject to funding, one or more of them may be made regular. M.A. degree required (PhD and some teaching experience preferred). The Department is particularly interested in candidates whose fields of specialization are medieval or eighteenth-century studies. Successful candidates will enjoy working in a small department where most of the teaching is in first and second year courses and where third and fourth year courses are taught in rotation. Forward applications for Competition 94-4070, including curriculum vitae and the names of three referees, before 1:00 p.m. Friday, February 24, 1995 to: Director of Personnel, 900 Fifth Street, Nanaimo, B.C. V9R 5S5. Malaspina University-College regrets that only candidates selected for interview will be contacted. Malaspina University-College is committed to the principle of employment equity.

UNIVERSITY OF KING'S COLLEGE - For an appointment at the University of King's College, see Contemporary Studies.

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus, Department of Humanities and Languages, invites applications for a sabbatical replacement appointment in English, subject to final budgetary approval. Preference will be given to an experienced teacher. The successful candidate will teach two introductory courses in literature and a senior course in one of the following areas: American Poetry, Victorian Literature, Seventeenth Century Literature, or Science Fiction. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. Peter McGahan, Dean of Arts, University of New Brunswick, Box 5050, Saint John, N.B. E2L 4L5. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK - The Department of English at the University of New Brunswick invites applications for a probationary tenure-track position at the rank of Assistant Professor, effective 1 July 1995 and subject to final budgetary approval. Candidates whose specialty is in Eighteenth-Century Poetry and Prose and/or Post-Colonial Literature are encouraged to apply. Preference will be given to those with secondary qualifications in Creative Writing. Applicants should hold a PhD or its equivalent. Interested individuals should ask three referees to send letters and should themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record to: Dr. Anthony Boxill, Chair, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3. The deadline for applications is 15 January 1995. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is committed to the principle of employment equity.

ENVIRONMENTAL STUDIES

YORK UNIVERSITY - The Faculty of Environmental Studies and the Division of Numanities (Faculty of Arts) invite applications for a joint tenure-stream position at the assistant professor level effective July 1, 1995 in the area of Modern Science, Technology and Culture since the scientific revolution, with an emphasis on different concepts of nature and with specialization in one or more of the following areas: science, technology and the understanding of environments, science, technology, literature and gender; the relationship between western and non-western perceptions of nature and culture, biotechnology and its ethical implications; science, culture and race; political culture in relation to science and technology. This position requires a thorough understanding of scientific, technical and other cultural practices as they relate to environmental studies and humanities. In addition to a demonstrated ability to understand the role of scientific and technical thought in the larger cultural context, it is also desirable that the candidate possess experience working in a scientific or technical context and familiarity with the fields of scientific and technological studies (STS), feminist studies, and cultural studies. All successful applicants will be expected to teach and advise students at the undergraduate and graduate levels, have a strong or promising scholarly record. Applicants should hold a PhD degree in a relevant field or have equivalent academic or professional experience. The Faculty expects applicants to demonstrate enthusiasm for and competence in teaching and advising students in a highly individualized program; commitment to interdisciplinary education and research and to collegial collaboration therein; and explicit commitment to explore the relationships underlying nature and society in their research and teaching. Salary will depend on qualifications and experience. A letter of application with curriculum vitae should be sent to: Chair, Joint FES/Humanities Search Committee, c/o Faculty of Environmental Studies, York

Probationary Tenure Track Position Assistant/Associate Professor Level MARITIME SCHOOL OF SOCIAL WORK

RESPONSIBILITIES:

- Teach social policy in BSW and MSW programmes that include analyses of gender, heterosexism, race/ethnicity disability, social and economic conditions
- Supervise student research projects
- Research and scholarly work in the areas of social welfare policy and social services
- Contribute to programme development, including distance education

QUALIFICATIONS:

- Academic and professional qualifications in social work, PhD in social work or equivalent degree plus an MSW. Applicants who do not have a PhD may be considered if they have a scholarly interests and teaching and/or professional employment experiences related to social policy and social service programmes in specific communities such as First Nations, Black, or related to disabilities
- Record of research and publications as asset
- Teaching effectiveness
- Employment experience in social work, social policy or service development and delivery

Beginning August 1, 1995 — Subject to budgetary approval.

Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and residents of Canada.

Please send a curriculum vitae and related application material along with the names of at least four academic and professional references by **January 30, 1995** to:

Professor Joan Gilroy, Director
Maritime School of Social Work
Dalhousie University
Halifax, N.S. B3H 3J5
Tel: (902)494-3760; Fax: (902)494-6709

University, North York, Ont. M3J 1P3 (Fax: 416-736-5679). Candidates should arrange for letters of recommendation from three referees to be sent directly to the above address. Deadline for applications is January 31, 1995. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Environmental Studies encourages applications from people of colour, aboriginal/First Nations people, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to final budgetary approval by the University.

YORK UNIVERSITY - Faculty of Environmental Studies. Applications are invited for a contractually limited position for one year with the possibility of renewal for an additional year at the assistant professor level, effective July 1, 1995, subject to budgetary approval, in the area of Biological Conservation. Applicants are expected to place a strong emphasis on interdisciplinary approaches to environmental problem solving. The successful applicant will have a graduate degree in ecology or related field with a strong interest in natural history, a strong or promising scholarly research record, and a proven ability linking theory and action. Applicants should hold a PhD degree in a relevant field or have equivalent academic or professional experience. International experience is highly desirable. The successful applicant will be expected to teach and advise students at the undergraduate and graduate levels on a highly individualized program. The Faculty of Environmental Studies adopts a broad definition of "environmental studies" including natural, built, social and organizational environments. The Faculty expects the successful applicant to demonstrate commitment to interdisciplinary education and research and to collegial collaboration therein; and an explicit commitment to explore the relationships underlying nature and society in their research and teaching. Letters of application should address the stated Faculty approach and include a CV and the names of three referees familiar with the applicant's academic and professional record. Applications, to be received by January 31, 1995 should be addressed to: David V.J. Bell, Dean, Faculty of Environmental Studies, York University, North York, Ont. M3J 1P3. (Fax: (416)736-5679). York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Environmental Studies encourages applications from people of colour, aboriginal/First Nations people and people with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FINANCE & MANAGEMENT SCIENCE

SAINT MARY'S UNIVERSITY - The Department of Finance and Management Science invites applications for a tenure-track appointment at the Assistant Professor level in Finance starting September 1, 1995. The position, which is subject to budgetary approval, requires a PhD or DBA, completed or near completion. The position requires research and teaching at the undergraduate and graduate levels. The successful candidate will be expected to teach in the areas of investments, capital markets, options and futures. Saint Mary's University welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Applications should consist of a C.V., list of publications, summary of research interests and teaching evaluations. The applicants should arrange for the complete application and three (3) letters of reference to be sent directly to The Chair, Selection Committee, Department of Finance and Management Science, Frank H Sobey Faculty of Commerce, Saint Mary's University, Halifax, NS B3H 3C3. Closing date for applications is March 1, 1995.

FOREST SCIENCES

UNIVERSITY OF BRITISH COLUMBIA - Department of Forest Sciences. The University, in collaboration with NSERC, several Forest Industry and Conservation organizations and the B.C. Ministry of Forests, has recently established two tenure-track IT/SERC/Industry Research Chairs in the Department of Forest Sciences; one in the area of population genetics and one in quantitative genetics. The chairs have assured funding for five years starting September 1995 and each is supported by a guaranteed research budget of about $90,000 per annum for that period. After five years, and subject to favourable reviews, NSERC support will continue at a declining rate while the University's share will increase. The senior chair is expected to be filled at the Full Professor level, and the junior one at the Assistant or Associate Professor level. Both will include research responsibilities while teaching duties will be limited for the first five years. The two fields of study have not been assigned to the two positions. Applicants are asked to indicate the field of study and the position (senior, junior or both) for which they wish to be considered. The research program will be aimed at understanding the evolutionary dynamics of forest organisms and at designing programs for conservation and use of their genetic resources. It will be expected to provide advice and guidance to Forest Industries and the B.C. Ministry of Forests in these areas, and will be advised by a committee consisting of scientists, conservationists, and forest managers. The University of B.C. has established programs in several areas of biology and management which would lend strength to this program in Population Genetics and which would benefit significantly from the research. The Centre for Applied Conservation Biology, the Centre for Biodiversity Research, the Sustainable Development Research Institute, and the academic departments in the Faculties of Forestry, Science, and Agricultural Sciences form a strong supporting community of scholars. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Please direct enquiries, and applications consisting of a Curriculum Vitae, the names of 3 references, and a brief outline of expertise and research interests to Dr. B.I. van der Kamp, Department of Forest Sciences, University of British Columbia, 193-2357 Main Mall, Vancouver, B.C. Canada, V6T 1Z4. Tel (604)822-2728; fax (604)822-9102; e-mail bart.john.vanderkamp@ubc.ca. The closing date for applications is February 15, 1995.

FORESTRY & ENVIRONMENTAL MANAGEMENT

UNIVERSITY OF NEW BRUNSWICK - The Faculty of Forestry and Environmental Management invites applications for a full-time tenure track position in Forest Ecosystem Management at the Assistant or Associate Professor level, beginning July 1, 1995. A PhD or equivalent experience in contemporary landscape management is required. Significant industrial or government experience in operations associated with forest management would be a major asset. The Faculty of Forestry and Environmental Management offers two accredited Bachelor's degrees in Forest Engineering and Forest Ecosystem Management, two types of Master's degree (MF, MFE, and MScF, MScFE), and the PhD. The Faculty is committed to a learning environment that leads to high professional competence through emphasis on the supporting sciences, development of management capabilities, and the acquisition of cognitive and people skills. The successful applicant will be involved in the design and delivery of undergraduate and graduate courses (often within a team environment), supervision of graduate students, and will be expected to conduct a strong research and development program with an emphasis on the design of sustainable and operational management systems. In addition, there will be a need to become involved in the management of the University's forest lands. Applications, including a curriculum vitae and names of three referees, should be submitted to: Dr. F.R. Methven, Dean, Faculty of Forestry and Environmental Management, University of New Brunswick, Bag #44555, Fredericton, NB, Canada E3B 6C2; Phone (506)453-4501 or FAX (506)453-3538. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the Principle of Employment Equity.

FRENCH

COLLÈGE MILITAIRE ROYAL DU CANADA - Le département d'Études françaises du Collège militaire royal du Canada offre deux postes au niveau de chargé(e) de cours ou de professeur(e) adjoint(e). L'entrée en fonction sera le premier juillet 1995, mais elle dépend de la disponibilité des ressources financières prévues à cet effet. Responsabilités: enseigner (1) le théâtre français et la littérature française du XVIIe siècle, (2) le théâtre canadien français. Pour ces deux postes, des capacités à enseigner des éléments des littératures française et canadienne-française contemporaines et de linguistique (composition et syntaxe) seraient appréciées. Qualifications: Les candidat(e)s devront détenir un doctorat et pouvoir démontrer leur aptitude à la recherche et leur efficacité dans l'enseignement à tous les niveaux. Les candidat(e)s qui sont à la veille de terminer leur doctorat peuvent poser leur candidature mais dans ce cas, ils (elles) ne seront engagé(e)s qu'au niveau de chargé(e)s de cours. Échelle des salaires. Chargé(e)s de cours: de 26 838 $ à 45 906$; Professeur(e)s adjoint(e)s: de 35 588 $ à 53 834$. Actes de candidature: Soumettre son curriculum vitae, un relevé de ses notes universitaires, trois lettres de références, et toute la documentation pertinente à la recherche et à l'enseignement. Ou: C. Maingon, Directeur, Département d'Études françaises, Collège militaire royal du Canada, Kingston, Ont. K7K 5L0 Canada. Toutes les demandes doivent être reçues avant le 15 mars 1995. Selon les politiques gouvernementales, ces postes sont offerts en priorité aux citoyen(ne)s du Canada et, en seconde priorité, aux résident(e)s permanent(e)s ainsi qu'aux immigrant(e)s reçu(e)s. Le Collège militaire royal du Canada est une université bilingue et mixte. Ces postes sont offerts aux candidats des deux sexes.

UNIVERSITY OF KING'S COLLEGE - For an appointment at the University of King's College, see Contemporary Studies.

GEOGRAPHY

WILFRID LAURIER UNIVERSITY - The Department of Geography invites applications for a tenure track position at the rank of Assistant Professor beginning July 1, 1995. Candidates should have an Economic Geography background and be familiar with GIS, Statistical and Computer techniques. The candidate will be expected to teach courses in Economic Transportation, Recreation and Tourism Geography with relatively high enrolments. The candidate is expected to teach at the undergraduate and graduate level and must have a PhD at the time of appointment. Deadline for applications is February 28, 1995. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Wilfrid Laurier has an employment equity aim and encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities. Please send curriculum vitae with the names of three referees to Dr. A. Heidt, Chair, Department of Geography, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5, Phone 519-884-1970, extension 2608, Fax 519-725-1342.

YORK UNIVERSITY - Applications are invited for two positions in the field of Geographic Information Systems. Position #1 is a joint tenure-stream position in the Department of Earth and Atmospheric Sciences and the Department of Geography at the assistant professor level, commencing July 1, 1995. Candidates should have a PhD with demonstrated excellence in research and application of Geographic Information systems. The appointee will also have research interests in environmental geoscience, and be expected to teach courses in physical geology and develop a new geographic information systems laboratory. At least half of the instructional responsibilities will comprise geographic information systems. Letters of application, with the names of three referees, should be sent to: Dr. Gary Jarvis, Chair, GIS/Earth Science Search Committee, 101 Petrie, York University, North York, Ont. M3J 1P3. Deadline for applications is January 31, 1995. Position #2 is a joint tenure-stream position in the Faculty of Environmental Studies and the Faculty of Arts, Department of Geography, at the assistant professor level in the field of geographic information systems/environment information systems, with a subsidiary interest in remote sensing and/or image processing. Applicants should have a PhD, or PhD degree near completion. The appointee will have research interests and a strong scholarly background in GIS methods and applications, and will be qualified to supervise graduate student research in the field. The appointee will teach in both units, with some courses cross-listed. Letters of application, with names of three referees, should be sent to: Dr. B. Massam, Chair, Department of Geography, Faculty of Arts, York University, North York, Ont. M3J 1P3. Deadline for applications is January 31, 1995. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GEOLOGY

UNIVERSITY OF NEW BRUNSWICK - Applications are invited for a tenure-track appointment at the Assistant Professor level in the area of Environmental Geochemistry/Geology beginning January 1996. Candidates must have a PhD at the time of appointment, demonstrable research potential and be strongly committed to teaching at the undergraduate and graduate levels. The appointee will play a key role in our newly-established Environmental Geochemistry Programme and will be required to teach a course on environmental impact assessment as part of their normal teaching component. The successful candidate should have, or be willing to develop, a research focus on environmental topics. Please send applications, including curriculum vitae, publication list, statement of research plans, and arrange for three letters of recommendation to be sent directly, by February 28, 1995 to: Dr. Bruce E. Broster, Chair, Search Committee, Department of Geology, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick E3B 5A3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of New Brunswick is committed to the principle of employment equity.

GERMAN

WILFRID LAURIER UNIVERSITY - The Department of Modern Languages and Literatures invites applications for a full-time position at the rank of Assistant Professor commencing July 1, 1995, subject to budgetary approval. The appointment will be at the Assistant Professor level. A completed PhD, native or near-native fluency, and demonstrated research potential are required. Experience in and commitment to teaching is essential. Knowledge of the methodology of teaching German as a second language would be an asset. The successful candidate will be responsible for teaching language courses at all levels, including Business German, and literature courses specialization in twentieth-century literature is desirable. Wilfrid Laurier University is committed to employment equity policies, and welcomes applications from all qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Applicants must send a curriculum vitae by March 1, 1995, and arrange for three confidential letters of reference to be sent to Dr. Hermínio Schmidt, Chair, Department of Modern Languages and Literatures, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5.

GERONTOLOGY

McMASTER UNIVERSITY - Gerontology. A three-year contractually limited appointment will be made in Gerontology at the Assistant Professor level, commencing July 1, 1995, subject to budgetary approval. Candidates with a PhD are preferred. The position includes teaching and coordinating large sections of introductory gerontology, some upper-level courses, student advising, and committee responsibilities. Candidates in social, behavioural, or health sciences are encouraged to apply. The University offers a 4-year Honours progr[illegible] Subject and also a popular [illegible]mme in Gerontology. McMaster University encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications including a curriculum vitae and the names of three references should be submitted by March 15, 1995 to: Dr. Ellen B. Ryan, Director, Office of Gerontological Studies, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4K1.

CANCELLED

HEALTH & SOCIETY

YORK UNIVERSITY - Faculty of Arts, Division of Social Science. A tenure-stream appointment at the assistant professor level in the Political Economy of Illness and Health Care. Applicants should have a PhD or equivalent, must have demonstrated research interests in health studies, and be able to teach courses that provide a critical, interdisciplinary perspective on at least one of the following: 1) Social determinants of health and illness; 2) Alternative health care; 3) Restructuring of health systems; 4) The impact of socio-political transformations on health, illness and healing. The Division of Social Science offers general education courses to undergraduate

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ACADIA UNIVERSITY
REGISTRAR

Acadia University invites applications or nominations for the position of Registrar which will become vacant 1 July, 1995.

The Registrar reports to the Vice-President (Academic) and Provost and is responsible for the conduct of the operation of a combined Registry and Admissions Office.

The Registrar provides leadership to a staff of twelve and is responsible for all aspects of admissions, high school liaison, scholarship and awards, financial assistance, credential evaluation, registration, examinations, academic advice, convocations, inter-university exchange programs, classroom schedules, publications including the academic calendar, and management of the student information system. Acadia University uses an integrated data base linking: admissions, student records, student accounts, alumni, development, housing, and degree audit.

The Registrar serves as Secretary to Senate and is an ex-officio member of several university committees.

The successful candidate must have appropriate academic and administrative credentials and experience.

Written nominations and applications for this position, accompanied in the latter case by a curriculum vitae and the names of three references, should be sent no later than **15 February 1995** to:

Dr. Cecil Abrahams
Vice-President (Academic) and Provost
Acadia University
Wolfville, Nova Scotia B0P 1X0
Telephone: (902)542-2201, ext. 1357
Fax: (902)542-1516

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

UNIVERSITY OF BRITISH COLUMBIA
FACULTY OF LAW

The Faculty of Law at the University of British Columbia invites applications for a Director of the First Nations Law Program, commencing July 1, 1995. For many years the Faculty of Law has attracted significant numbers of First Nations students, with close to fifty students currently enrolled in the LL.B. and graduate programs. The Director will have academic and teaching responsibilities in the Faculty, as well as responsibilities for the development of First Nations academic programs and curriculum in the Faculty. The Director will also be involved in liaison and program development with First Nations communities and organisations outside the university, as well as recruitment and support of first nations students. Candidates should be qualified to teach and do research in legal issues relating to First Nations. Experience with First Nations communities, organisations and issues, as well as knowledge and understanding of First Nations cultures, are also important. Clinical legal experience may also be relevant. Preference will be given to First Nations candidates.

The position will be filled at the rank of Assistant Professor at a salary commensurate with that rank and with the candidate's qualifications and experience. Appointments at a more senior rank may be considered for candidates with exceptional qualifications.

Applications and curricula vitae for the position should be forwarded as soon as possible, or by **February 15, 1995**, to Professor Claire Young, Secretary, Appointments Committee, Faculty of Law, University of British Columbia, 1822 East Mall, Vancouver, B.C. V6T 1Z1, Fax (604)822-8108, Ph. (604)822-4669, e-mail young@law.ubc.ca. This position is subject to final budgetary approval.

UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents.

The University College of the Cariboo invites applications for the following position

INSTRUCTOR
Forestry & Natural Resource Science
Competition #95-004

Duties: The successful applicant will instruct in an innovative, unique Bachelor's degree program which is designed to graduate students with a broad understanding of the ecology, management, and land use planning issues for a wide range of natural resource sectors. Applicants with a strong background in the natural resources who can instruct in upper level courses in one or more of the following areas are invited to apply: Range Ecology and Management, Watershed Management, Entomology and Pathology, Fire Ecology and Management, Conflict Resolution in natural resource issues.

Qualifications: Ph.D. required, teaching experience, and the ability to conduct a modest research program are required.

Salary Range: $38,109.00 to $53,190.00 per annum.

Start Date: August 1, 1995

Closing Date for Applications: February 15, 1995

Please quote **Competition #95-004** on Curriculum Vitae and all correspondence. Please provide names, addresses and telephone numbers of three referees along with samples of your scholarly work, student evaluations and a copy of your graduate transcripts. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or legal residents of Canada. The University College of the Cariboo is committed to the principle of employment equity.

THE UNIVERSITY COLLEGE OF THE CARIBOO

Ms. Irene Bazell
Human Resources Officer
Human Resources Division
UCC, P.O. Box 3010
Kamloops, B.C.
V2C 5N3

University of Alberta
Edmonton

Vice President (Academic)

The University of Alberta invites applications from, and nominations of, qualified women and men for the position of Vice President (Academic). The appointee will take office on July 1, 1995 or a date agreed upon thereafter.

The University of Alberta is recognized as a centre of excellence in Canadian higher education, with many teaching and research programs of international distinction. Founded in 1908, it is one of the largest universities in Canada, with full-time enrollment of over 25,000 students, in undergraduate, graduate, and professional programs. It has an operating budget in excess of $300 million, and receives over $80 million in sponsored and contract research funding annually. The University has one of North America's outstanding libraries, with collections of over 3.6 million printed volumes, 2.5 million microform volumes, 700,000 government documents, and 18,000 serial subscriptions.

The Vice-President (Academic) reports to the President and is responsible for providing leadership and vision in setting the overall academic priorities and direction for the University. Reporting to the Vice-President (Academic) are 16 Deans of Faculties, comprising 70 academic departments and 1600 faculty members, with a combined budget of $250 million. The Vice-President (Academic) has general responsibility for the coordination of admission and academic standards, enrollments levels, academic programs, and matters relating to the academic staff agreements. Candidates will have a distinguished record of teaching and research, and experience in academic administration.

Applications or nominations with curriculum vitae should be sent to:

Ms Ellen Schoeck, Executive Assistant to the President
Room 2-1 University Hall
University of Alberta
Edmonton, Alberta, Canada T6G 2J9

Telephone: (403) 492-5430

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ANNONCES CLASSÉES

students as well as an Honours BA in Health and Society. In addition to teaching duties, the successful candidate will be expected to participate in the administration of the Health and Society program and to show initiative in the development of health studies at York University. Applications, with curriculum vitae and names of three referees, should be sent to John Hutcheson, Chair, Division of Social Science, 5757 Ross, York University, North York, Ont. M3J 1P3. Candidates should request their referees to send letters of reference directly to the Chair. Deadline for applications is March 6, 1995. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval.

HISTORY

ST. THOMAS MORE COLLEGE - The History Department invites applications for a tenure stream position in Medieval history, at the level of Assistant Professor, to commence on July 1, 1995, subject to budgetary approval. The successful applicant must have a completed PhD or show evidence of imminent completion, and be willing to cover an introductory course in modern European history. Specialization in Medieval Britain will be an advantage but not a requirement, as will a willingness to teach in interdisciplinary areas. Applicants should send a curriculum vitae and arrange for three letters of recommendation to be sent to T.B. Deutscher, Head, History Department, St. Thomas More College, 1437 College Drive, Saskatoon, SK S7N 0W6, by February 15th, 1995. St. Thomas More College is a Catholic liberal arts college, federated with the University of Saskatchewan, and offers equal employment opportunities to qualified candidates. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY - The Department of History invites applications for a tenure stream appointment in Canadian History (subject to budgetary considerations), commencing July 1, 1995 and entering near the floor of the Assistant Professor rank (base July 1, 1994, $37,975.00). Applicants should hold a PhD and have relevant teaching experience and publications. Preference will be given to historians with research interests in Canadian social, economic or cultural history. Duties will include research and the teaching of undergraduate survey courses in Canadian history. The successful applicant should be prepared to teach a course at the first year level. Applicants should send a complete dossier and arrange for three letters of reference to be forwarded to: Patricia Orlks, Chair, Department of History, Brock University, St. Catharines, Ontario L2S 3A1; FAX #905-688-2789. The closing date for applicationsis February 28, 1995. Brock is committed to a positive action hiring policy aimed at reducing gender imbalances in faculty. Qualified women candidates are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Smoking at Brock University is strictly controlled.

COLLÈGE MILITAIRE ROYAL OU CANADA - Professeur(e) Adjoint(e) D'Histoire. Nous recherchons des candidats et des candidates pour un poste de professeur(e) adjoint(e), à partir du 1er juillet 1995. (Le poste sera comblé sous réserve de la disponibilité des fonds au moment de l'offre). Responsabilités: Donner des cours dans les domaines suivants: histoire moderne de l'Europe, histoire diplomatique, histoire de l'Allemagne, histoire de l'Europe de l'Est, technologie et art de la guerre, politique étrangère des États-Unis, politique de défense et histoire militaire du Canada, aux premier, deuxième et troisième cycles, superviser des étudiants des deuxième et troisième cycles inscrits au programme d'études sur la conduite de la guerre, faire de la recherche et remplir des fonctions administratives liées aux études. Qualités. Nous accorderons la préférence aux titulaires de PhD, mais nous encouragerons les personnes qui sont sur le point de terminer leur doctorat à poser leur candidature. Si elles sont retenues, elles seront nommées au niveau de chargé(e) de cours. Les candidats(es) retenu(e)s enseigneront en français, mais nous donnerons la préférence à ceux et à celles qui peuvent enseigner en anglais et en français. Plage de salaire: Chargé(e) de cours: de 26 838$ à 45 906$. Professeur(e) adjoint(e): de 35 588$ à 53 834$. Les demandes devraient comprendre un curriculum vitae, les relevés de notes universitaires et trois lettres de références. Le dossier devrait aussi comprendre du matériel concernant les travaux de recherche et les compétences en enseignement du candidat ou de la candidate. Prière d'envoyer le tout à: M. Keith Neilson, Directeur du département d'histoire, Collège militaire royal du Canada, Kingston (Ontario) K7K 5L0 Canada La date limite de présentation des

must have a graduate degree in law. A good working knowledge of both French and English and an interest in comparative law would be assets. The successful candidate will be invited to teach in both the graduate and undergraduate programmes. Salary will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. The University encourages applications from all qualified candidates, especially women, aboriginal people, visible minorities and persons with disabilities. Applications should be directed to Dean Stephen J. Toope, Chair, Staff Appointments Committee, Faculty of Law, McGill University, 3644 Peel Street, Montreal, Quebec H3A 1W9. Competition closes February 15, 1995.

UNIVERSITÉ McGILL - La Faculté de droit cherche à combler deux (2) postes réguliers au rang de professeur(e) adjoint(e), à partir du 1er juillet 1995, sous réserve de l'approbation budgétaire. La Faculté de droit est la plus ancienne institution de ce genre rattachée à une université au Canada. Dans le cadre de son programme national de formation juridique, elle dispense des enseignements de droit civil, de common law, de droit public, de droit comparé et de la théorie de droit au 1er cycle, menant aux grades de droit civil et de common law. Par l'entremise de son Institut de droit comparé et de son Institut de droit aérien et spatial, elle offre des programmes de 2e et de 3e cycles en droit avec concentration en traditions juridiques et théorie juridique, droit de la personne et diversité culturelle, droit international des affaires, réglementation, technologie et société, et droit aérien et spatial. La Faculté sollicite les demandes des candidat(e)s ayant des aptitudes en recherche et en enseignement dans tous les domaines du droit, notamment dans les disciplines fondamentales de droit privé dans les traditions de common law et du droit civil, le droit de l'environnement, le droit fiscal, et le droit aérien et spatial. Les candidat(e)s doivent être titulaires d'un grade de 2e ou de 3e cycle en droit. Il est souhaitable qu'ils aient une bonne connaissance du français et de l'anglais et qu'ils s'intéressent à la méthodologie de droit comparé. Le titulaire du poste devra enseigner aux 1er, 2e et 3e cycles. Le salaire sera à la mesure de l'expérience et des qualifications du candidat. Conformément aux exigences des lois de l'immigration canadienne, cette offre s'adresse d'abord aux citoyens canadiens et aux résidents permanents du Canada. L'Université McGill souscrit à l'équité en matière d'emploi. Elle invite les personnes qualifiées, particulièrement les femmes, les autochtones, les membres des minorités visible et les personnes handicapées à poser leur candidature. Veuillez soumettre vos demandes à l'attention du doyen Stephen J. Toope, Président du comité de recrutement, Faculté de droit, Université McGill, 3644, rue Peel, Montréal (Québec) H3A 1W9. Fin du concours: le 15 février 1995.

LINGUISTICS

UNIVERSITY OF MANITOBA - The Linguistics Department at the University of Manitoba invites applications for a full-time sessional position for 1995-96 (1 September to 31 May), subject to budgetary approval, at the rank of Assistant Professor and with salary to depend on qualifications and experience. Teaching duties and MA/PhD supervision will be concentrated in, but not limited to, the core areas of syntactic analysis, syntactic theory and semantics, with a special emphasis on Cree. The completed doctoral degree and demonstrated excellence in research and teaching in the area of specialisation (including (1) both formal and typological approaches, (2) field and analytical experience in cree syntax, (3) in-depth familiarity, both analytical and practical, with another non-Indoeuropean language; and (4) substantial field research experience in a language other than the applicant's own) are required. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University offers a smoke-free work environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Further details may be requested by e-mail (LINGOPT@CCM.UMANITOBA.CA) or Fax (204-275-5781). Applications (including curriculum vitae, offprints, preprints, etc.) and three letters of reference must be sent to reach the Department by 28 February, 1995 and should be addressed to: H.G. Wolfart, Professor & Head, Linguistics Department, University of Manitoba, 514 Fletcher Argue Building, 28 Trueman Walk, Winnipeg, Manitoba R3T 5V5.

MANAGEMENT

UNIVERSITY OF TORONTO - Faculty of Management. Applications are invited from candidates with qualifications for positions in: (1) Accounting (Associate or Full Professor, with tenure); (2) Finance (open rank, tenure-track or with tenure); and (3) Strategy (open rank, tenure-track or with tenure) beginning July 1, 1995. Senior appointments in other fields are possible. PhD or ABA degree (completed or near completion) is expected, preferably with excellent teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary commensurate with qualifications, teaching and practical experience. The positions are subject to budgetary approval. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Please send by February 28, 1995, a letter of application with a curriculum vitae and the names of three references to: Dr. J. Mintz, Associate Dean (Academic), Faculty of Management, University of Toronto, 246 Bloor Street West, Toronto, Ontario, Canada M5S 1V4 FAX: (416)978-5813; E-Mail mintz@mgmt.mgmt.utoronto.ca.

MATHEMATICS

TRENT UNIVERSITY - The Department of Mathematics at Trent University invites applications for an eleven-month, limited-term appointment at the Lecturer/Assistant Professor level commencing August 1, 1995, subject to budgetary approval. Candidates should have or be nearing completion of a PhD in Topology and have appropriate teaching and research experience. The position involves the teaching of Calculus and Statistics at first-year level and a fourth-year Topology course. Applications should include a current curriculum vitae and the names of three referees. They should be submitted to T.N. Murphy, Chair, Department of Mathematics, Trent University, Peterborough, Ontario, Canada K9J 7B8, not later than February 28, 1995. Trent University is an employment equity employer, and especially invites candidacies from women, aboriginal persons, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

MATHEMATICS & STATISTICS

QUEEN'S UNIVERSITY at Kingston - Department of Mathematics & Statistics. Subject to budgetary approval, the Department of Mathematics and Statistics at Queen's University anticipates hiring one to three post-doctoral fellows, each for a period of two years (non-renewable) beginning September 1, 1995. In return for partial Departmental contribution to the stipend, fellows will teach one course per term (two terms per year). Applicants, who must have received their doctoral degrees after April 1993, will be considered only in the following areas: a) Arithmetic algebraic geometry b) Commutative algebra or algebraic geometry c) Control Theory with emphasis on Nonlinear Control systems d) Invariant Theory and Homotopy Theory e) Statistical Computing. Each applicant must specify in which category he or she wishes to be considered. Interested candidates should arrange that a curriculum vitae, a description of research interests, copies of up to five publications, and three to five research reference letters arrive at the address below. Evidence of outstanding potential as a teacher will be considered. Applications should be received by February 28, 1995. Professor Leslie Roberts, Associate Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario K7L 3N6. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. FAX: 613-545-2964, e-mail: MASTOEPT@QUCDN.QUEENSU.CA.

MEDICINE

DALHOUSIE UNIVERSITY is seeking an individual with a strong record of accomplishments in clinical activities, education, administration and research, including program development, to provide leadership for its Department of Clinical Oncology. This is a full-time university position with responsibilities for the administration and development of prevention and treatment, teaching and research programs in the department and the Province of Nova Scotia. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send

The University of Auckland - New Zealand

Lectureship in Education

Department of Education

Vacancy UAC.538

Applications are invited for a Lectureship in Education. Applicants should have advanced qualifications (PhD or equivalent) in education or psychology with an established record of research and teaching in psychological aspects of learning and development. Applications from candidates with research and teaching interests in aspects of classroom learning will be especially welcome. The successful applicant will be expected to contribute to undergraduate teaching in both BA and BEd courses. In addition the appointee will be responsible for teaching and research supervision at the graduate level.

Commencing salary will be established within the range NZ$39,500 - NZ$50,000 per annum.

Closing date: 28 February 1995.

Lectureship in Engineering Science

Department of Engineering Science, School of Engineering

Vacancy UAC.542

The Department of Engineering Science is one of five departments in the School of Engineering. It is a small department with 14 lecturing staff, four research fellows, 25 graduate students and 112 undergraduates. The interests of the Department are mainly in the mathematical and computational modelling of engineering problems. The Department has responsibilities for teaching mathematics to all engineering students, mounting and teaching the degree course in Engineering Science and also teaching some of the operations research papers for science and commerce students. At present the two major fields of interest in the Department are Continuum Mechanics and Operations Research.

Applicants should be suitably qualified with a postgraduate or research degree in the general area of Continuum Mechanics. Presently the main interests in Continuum Mechanics within the Department are plasticity, composites, geomechanics, biomechanics, geothermal fluid mechanics, environmental fluid mechanics, hydrodynamic stability and computational fluid dynamics. A wider range of interests in Continuum Mechanics is covered by staff in other Departments in the School of Engineering.

Commencing salary will be established within the range NZ$39,500 - NZ$50,000 per annum.

Closing date: 21 February 1995.

Lectureship in Physiology (Non-Medical)

Limited Term - 5 Years, Department of Physiology, School of Medicine

Vacancy UAC.539

This is a full-time appointment and recognises the role of Physiology in the expansion of advanced research-led teaching in the School of Medicine. The Department teaches Physiology for degrees in both medicine and science and is responsible for courses at undergraduate and graduate level. The main research interests are currently in neurophysiology, cardiac physiology and the physiology of muscle and exercise. Excellent laboratory and workshop facilities exist to support the Department's research activities.

Applicants should hold a PhD or equivalent in Physiology and have experience in teaching the subject at an undergraduate level. Additional requirements are postdoctoral experience in the physiological sciences and a proven record of independent research productivity. Preference will be given to applicants experienced in the application of molecular and/or biophysical techniques and able to teach renal, endocrine or gastro-intestinal physiology. Ability to initiate research on mechanisms of epithelial transport would be an advantage.

Commencing salary will be established within the range NZ$39,500 - NZ$50,000 per annum.

Closing date: 7 February 1995.

Conditions and Procedures for All Vacancies

Further information, Conditions of Appointment and Method of Application, should be obtained from the Academic Appointments Office, The University of Auckland, Private Bag 92019, Auckland, New Zealand, phone 64-9-373 7999 ext 5790, 5789 or 5097, fax 64-9-373 7023. **Three copies** of applications should be forwarded to reach the Registrar by the closing date specified.

Please quote the relevant Vacancy Number in all correspondence.

W.B. NICOLL, REGISTRAR

New Zealand

The University has an equal opportunities policy and welcomes applications from all qualified persons

THE HONG KONG POLYTECHNIC UNIVERSITY
香港理工大學
(formerly Hong Kong Polytechnic
前香港理工學院)

PROFESSOR OF TEXTILES AND CLOTHING

(Tenable from 1995/96 academic year)

The Hong Kong Polytechnic University (formerly known as Hong Kong Polytechnic) is a large and dynamic institution of higher education offering over 200 courses in a wide variety of subjects at levels ranging from Higher Diplomas and Degrees through to Master and Doctoral Degrees. The number of enrolled students is approximately 26,000 with a full-time equivalent student population of around 13,500. The academic structure consists of six Faculties comprising 26 Departments and Units devoted to teaching and research, and a number of interdisciplinary and specialist Centres.

The Institute of Textiles and Clothing is one of the four departments within the Faculty of Applied Science and Textiles, and is the sole provider of tertiary education of textiles and clothing in Hong Kong. It at present offers a wide range of courses which include: part-time molecular Post-graduate Diploma programmes in Clothing Merchandising and Clothing Studies, full-time and part-time BSc(Hons) degree courses in Textiles, full-time BA(Hons) degree course in Textile Chemistry, modular Higher Diploma scheme in Fashion and Textile Studies, Certificate distance learning programme in Fashion and Clothing Manufacture, and seven other part-time sub-degree courses. The Institute currently has approximately 1,010 full-time and 1,520 part-time students including 54 students enrolled on the part-time Post-graduate Diploma programmes, and 24 research students enrolled on programmes leading to MPhil/PhD award.

The Institute has a total staff establishment of 123, of which 84 are academic staff. The appointee is expected to provide leadership to this team of staff in teaching, curriculum development, research and future direction of the Institute, and may be offered a concurrent appointment as Head of Institute of Textiles and Clothing.

Applicants should hold a PhD degree, have a strong record of research activity, be able to provide academic leadership over a broad area of textile and clothing technologies/management/marketing/merchandising, and have a proven record of administrative and managerial skills. Applicants for the position can be of any research specialism within the activities of the Institute, but preference will be given to those who can promote the development of the discipline of textile and clothing marketing/merchandising.

Salary and Conditions of Service

Salary is within the professorial range and not less than HK$915,840 per annum. (CAD$1 = HK$5.63 as at 6 December 1994).

Initial appointments at this level are normally made on a fixed term gratuity-bearing contract of four years at the end of which, re-engagement is subject to mutual agreement. Other benefits include leave, subsidized housing, medical and dental schemes, passage and children's education allowances.

Application

Application including curriculum vitae and names of three referees should be sent to the Personnel Office, The Hong Kong Polytechnic University, Hung Hom, Kowloon, Hong Kong before **30 January 1995**. [Fax (852)764-3374, E-mail: BITNET GSSTAFF@HKPCC.HKP.HK]. Candidature may be obtained by nominations. The University reserves the right not to fill this post or to make an appointment by invitation.

ANNONCES CLASSÉES

applications with an up-to-date curriculum vitae and the names of three referees to: Chair, Clinical Oncology Search Committee, c/o Dalhousie University, Faculty of Medicine, 15th Floor, Sir Charles Tupper Medical Building, Halifax, Nova Scotia B3H 4H7.

UNIVERSITY OF ALBERTA - Faculty of Medicine. Research Associate in Cutaneous Sciences. Responsibilities include: perform molecular genetic studies, study skin cancer through gene transfection, perform transcriptional regeneration in oxidative proresses, and supervise and teach students/fellows the above 3 studies. Qualifications include: PhD in molecular genetics, leading scientist in the field of cutaneous sciences, strong research background in molecular biology and microbiological genetics, extensive knowledge and interest in genetic and molecular control of melanin pigmentation of the skin using cultured human melanocytes, and experience in melanin pigmentation and transcriptional regeneration in oxidative stress and aging processes. Effective date of employment: April 1, 1995. Salary: $27,100 - $42,585/annum (trust funded for 3-year period). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit applications, prior to January 31, 1995 to: Dr. Kowichi Jimbow, Dermatology & Cutaneous Sciences Division, 260G Heritage Medical Research Centre, University of Alberta, Edmonton, Alberta T6G 2S2. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women

THE UNIVERSITY OF BRITISH COLUMBIA invites applications for the academic position of Head of the Division of Nephrology, Department of Medicine. The successful candidate will have an FRCPC or equivalent in Nephrology, a strong academic background, solid administrative experience, and a distinguished record in research and teaching. Credentials should be in keeping with an appointment at the Professor or Associate Professor level. This is a grant tenure-track position beginning July 1, 1995. Please submit a letter of application, CV and the names of 3 references no later than January 31, 1995 to: Dr. G.B.J. Mancini, Enc W. Hamber Professor and Head, Department of Medicine, University of British Columbia, Vancouver Hospital Health Sciences Center, 910 W. 10th Ave., Vancouver, BC V5Z 4E3. Salary will be commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

THE UNIVERSITY OF BRITISH COLUMBIA and THE VANCOUVER HOSPITAL AND HEALTH SCIENCES CENTER - Department of Medicine. The University of British Columbia invites applications for the position of Associate Head of Medicine/Associate Director of the -Medicine Clinical Practice Unit (CPU). The successful candidate will have an FRCPC or equivalent in Internal Medicine. Candidates will have demonstrated status in administration as well as in research and teaching. The individual will be responsible for coordination of the medical services with the Vancouver Hospital and for supppoting the academic missions of the UBC Department of Medicine. Credentials should be in keeping with an appointment at the rank of Professor or Associate Professor level. This is a grant tenure-track position beginning July 1, 1995 or earlier. Please submit a letter of application, the names of 3 referees and a CV no later than January 31, 1995 to: Dr. G.B.J. Mancini, Enc W. Hamber Professor and Head, Department of Medicine, University of British Columbia, Vancouver Hospital Health Sciences Center, 950 W. 10th Ave., Vancouver, BC V5Z 4E3. Salary will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

THE UNIVERSITY OF OTTAWA - The Department of Medicine is searching for a Divisional Chief of Rheumatology to be based at the Ottawa General Hospital, who would be responsible for both University and Hospital leadership roles. The Rheumatology Division's academic and patient services are located at the two major adult teaching hospitals: Ottawa General and Ottawa Civic Hospitals University rank for this position and salary will be based upon the successful candidate's experience and credentials. In addition, there is a hospital appointment as Divisional Chief of Service at the Ottawa General Hospital. The current university staff complement is composed of a full time thief, three full professors, two associate and two assistant professors, and two part time clinical lecturers. The Department seeks an energetic and academically oriented individual to provide leadership in administration and a strong commitment to teaching and research. Although all candidates with a solid research reputation will be considered, preference will be given to those who possess a strong basic research background in molecular biology and/or immunology. The successful candidate will possess superior leadership qualities, planning abilities and proven communication skills. A working knowledge of both English and French languages is desirable. Applicants must have the appropriate postgraduate qualifications and Royal College Certifications in Rheumatology or Immunology and must be eligible for registration with the Ontario College of Physicians and Surgeons. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. The deadline for applications is February 18, 1995 Applications including a Curriculum Vitae, an outline of research interests and the names and addresses of 3 referees should be sent to: Dr. Peter Tugwell, Chairman, Department of Medicine, Ottawa General Hospital, 501 Smyth Road, Ottawa, Ontario, Canada K1H 8L6.

MICROBIOLOGY & IMMUNOLOGY

QUEEN'S UNIVERSITY - The Department of Microbiology and Immunology of Queen's University at Kingston invites applications for a tenure-track faculty position. The Department currently has active research and teathing programs in bacteriology, molecular virology, mucrobial pathogenesis and immunology. The successful applicant must have postdoctoral experience in one of these areas and will be expected to develop and maintain an independent research program An ability to develpp collaborative research projects and an enthusiasm and commitment for teaching are essential. The teaching program includes courses foi medical, nursing and non-medical undergraduates and graduates and the supervision of PhD and M.Sc. students. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Applicants should submit a Curriculum Vitze and an outline of research and teaching interests, and arrange to have three lestect of reference sent to: Dr. W.P. Aston, Professor and Head, Department of Microbiology and Immunology, Queen's University, Kingston, Ontario K7L 3N6. The deadline for applications and receipt of letters of reference is February 28, 1995.

MUSIC

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Applications are invited for an eight month sabbatical replacement position in trumpet, subject to budgetary approval The appointment will be at the rank of Lecturer. Salary will be dependent on qualifications and experience, in accordance with the collective agreement. The date of appointment is 1 September, 1995. Applicants should have completed a minimum of a master's degree with strong performing and teaching qualifications in trumpet, and have teaching competence in music theory, instrumental conducting and/or jazz ensemble. Successful teaching experience at the University level would be an asset. Duties will include undergraduate instruction in trumpet, as well as teaching duties in one or more of music theory, jazz ensemble, band/orchestra repertoire and techniques, instrumental conducting (classroom instruction and concert band). Applicants should send a feter of application, curriculum vitae, a tape of a recent performance, and three letters of reference. Recent graduates should include academic transcripts, and candidates with teaching experience should submit evidence of teaching effectiveness. All materials should be sent to: Search Committee, c/o Dr. Maureen Volk, Director, School of Music, Memorial University of Newfoundland, St. John's, Nfld., Canada A1C 5S7. Closing date for receipt of applications is 15 February 1995. In accordance with Canadian immigration requirements, this ad is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Applications are invited for an eight month leave replacement position in woodwinds, subject to budgetary approval. The appointment will be at the rank of Lecturer Salary will be dependent on qualifications and experience, in accordance with the collective agreement. The date of appointment is 1 September, 1995. Applicants should have completed a minimum of a master's degree with strong performing and teaching qualifications in clarinet and/or saxophone, and have teaching competence in woodwind techniques, as well as one or more of the following areas: music theory, jazz ensemble, instrumental conducting. Successful teaching experience at the University fevel would be an asset. Duties will include undergraduate instruction in clarinet and saxophone, and classroom instruction in woodwind techniques, with possible duties in music theory, band-orchestra repertoire and techniques, jazz ensemble, and/or instrumental conducting. Candidates should send a letter of application, curriculum vitae, a tape of a recent performance, and three letters of reference. Recent graduates should include academic transcripts, and candidates with teaching experience should submit evidence of teathing effectiveness. All materials should be sent to: Search Committee, c/o Dr. Maureen Volk, Director, School of Music, Memorial University of Newfoundland, St. John's, Nfld., Canada A1C 5S7. Closing date for receipt of applications is 15 February 1995. In accordance with Canadian immigration requirements, this ad is directed towards Canadian citizens and permanent residents of Canada Memorial University is committed to employment equity

WILFRID LAURIER UNIVERSITY - The Faculty of Music is seeking a music theorist for a tenure-track appointment, subject to budgetary approval. Teaching duties include undergraduate courses in harmony, form, analysis and ear-training; undergraduate thesis supervision is also a possibility. We are seeking a candidate who supports, and is willing to contribute to, innovative course designs and methods of curriculum delivery. The candidate must also show potential as a research scholar with an appropriate research agenda. PhD required; university teaching experience prefersed. Rank: Assistant Professor. Minimum salary: $37,180. Starting date: July 1, 1995. Applications including c.v. and the names and addresses of three referees should be sent to Leslie De'Ath, Acting Dean, Faculty of Music, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Closing date for applications: February 15, 1995. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men, including racial minorities, people with disabilities, and aboriginal people. The University provides a smoke-free working environment.

NATIVE STUDIES

ST. THOMAS UNIVERSITY - Invites nominations and applications for the Director of Native Studies. St. Thomas University is a four-year liberal Arts institution affiliated with the University of New Brunswick, with which it shares library and some physical facilites. The University is self-governing and grants its own degrees in Arts, Education, and Social work, and certificates in Criminology and Social Justice, Gerontology, and Social Work. A BA degree with a major in Native Studies has been offered since 1981. The University has an enrolment of approximately 2000 students. The incumbent will be expected to provide leadership in the development of the Native Studies programme, to carry out all responsibilities related to administration of the programme, and to work closely with students and both the university and Native communities. In addition to assuming the responsibilities of the Director, the successful candidate will teach courses in Native Studies. The Director of Native Studies will be offered a tenure-track position at the rank of asastant professor. Candidates should be of Native ancestry (the New Brunswick Human Rights Commission has approved this requirement) and hold a PhD or equivalent academic qualifications (although a minimum of a Masters degree may be considered) in a discipline appropriate to a liberal arts university. Preferably, applicants should have prior university work experience, a working knowledge of one of the Native languages of the region (Micmac and Malseet/Passamaquoddy); and be familiar with the issues of native post-secondary education in Canada. Applicants are asked to submit a curriculum vitae and evidence of teaching effectiveness (teaching portfolio preferred) and to arrange to have three lettect of reference sent directly to Dr Roger H. Barnsley, Vice-President (Academic), St. Thomas University, Fredericton, N.B E3B 5G3 (FAX: 506-450-9615). Closing date: February 15, 1995 or when position is filled Applicants are resppnsible for ensuring that their files, including fetters of reference, are complete by this date In accordance with Canadian immigration requirements, preference will be given to applicants who are either Canadian citizens or permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups and persons with disabilities.

UNIVERSITY OF ALBERTA - The School of Native Studies, University of Alberta invites applications for a Summer Session instructor with a BA in Anthropology or South Pacific Studies to teach NS 380 Selected Topics: The Changing World in Maori in New Zealand. Salary dependent upon qualifications: $2,433-$3,236 to teach this 3 credit course during July-August, 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Closing date: January 30, 1995. Send a lester of application, vitae, and three letters of recommendation to: James Dempsey, Director, School of Native Studies, University of Alberta, 11023-90 Avenue, Edmonton, Alberta T6G 1A6. The University is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

THE UNIVERSITY OF WINNIPEG RELIGIOUS STUDIES DEPARTMENT is searthing for a teacher/scholar of aboriginal sacred traditions and of Western Intellectual-spiritual traditions, and of the encounter between these two from the 1500's to the present. A background or interest in or knowledge of Ojibway and/or Cree tradtions (including current forms) would be a definite asset. Candidates will be expected to show a capacity to build contacts with local aboriginal communities As we are a small (i.e four-person) department, the successful candidate will need to have at least one additional area of interest and teaching competence. The University of Winnipeg is located in Winnipeg's downtown core, an area in which five the highest proportion of aboriginal persons of any urban area in Canada. Winnipeg is also the home of the Hudson's Bay arthives, a relatively untapped source of primary material from the 17th-20th centuries relating to the fur trade. The position (subject to budgetary approval) is a tenure-track and will most probably be filled at the Assistant rank, though applications at the Associate rank may be considered. The starting date is July 1, 1995. Primary teaching responsibilities are at the undergraduate level with opportunities for occasional teaching and thesis supervision at the Master's Level. Candidates with a completed PhD will be preferred, though ABD's will be seriously considered. The application deadline is January 31, 1995. Applications should include a cover letter which, among other things, elaborates how the candidate understand the relationship between his/hei primary and additional areas of competence, a CV, and 3 letters of recommendation, and should be addressed to: Dr Peggy L. Day, Chair, Religious Studies Department, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E9. In accordance with Canadian immigration requirements, this advertisement is directed first at Canadian citizens and permanent residents.

NEUROLOGY

OTTAWA CIVIC HOSPITAL - Neuromuscular Neurologist. The Division of Neurology at the Ottawa Civic Hospital, an affiliated 700 bed teaching Hospital of the University of Ottawa, is seeking a Geographic Full-Time Neurologist with expertise in Neuromuscular Disease and Electromyography Candidates must be Fellows of the Royal College of Physicians and Surgeons of Canada, must have completed one to two years of post-graduate training in the field of Neuromuscular Disorders/Electrodiagnostic Medicine, and must have a demonstrated commitment to teaching and clinical or basic research. Priority will be given to Canadian citizens and permanent residents of Canada in accordance with Canadian immigration requirements. Interested candidates should apply, enclosing a curriculum vitae and names of three references to: Dr L. Renaud, Director, Division of Neurology, Ottawa Civic Hospital, Sector D7, Room 712, 1053 Carling Avenue, Ottawa, Ontario, Canada K1Y 4E9.

OTTAWA CIVIC HOSPITAL - A Research Associate posmon is available in the Neuroscience Program at the Loeb Research Institute of the Ottawa Civic Hospital, a University of Ottawa affiliate, to participate in peer-reviewed and funded studies of neurotransmitter and peptide receptors, ligand- and voltage-activated conductances and second messenger mechanisms in mammalian CNS neurons controlling autonomic and pituitary function. The Program comprises 9 PIs with expertise in molecular and cellular neurobiology applied to exocytosis, membane trafficking, signal transduction, gene regulation, ion channel function, post-ischemic neuronal function and survival. Requires: MD and/or PhD degree; minimum of 4 yrs postdoctorate experience with electrophysiology and neuropharmacology in slice and/or explant preparations; demonstrated ability and productivity (authorship on peer-reviewed publications) with current, voltage- and patth clamp techniques, data analysis and anatomical imaging methods. Position is tenable for a minimum of 3 yrs, and involves teaching and lab supervision. Salary and benefits commensurate with experience. In accordance with Canadian immigration regulations, this advertisement is directed first, but not solely, to Canadian citizens and permanent residents. Forward or FAX (613)761-5360) CV with addresses of 3 references and a statement of goals/interests/experience by March 31, 1995 to: Dr. Leo Renaud, Director, Neurology/Neurosciences, Ottawa Civic Hospital and Loeb Research Institute, 1053 Carling Ave., Ottawa, Ontario, Canada K1Y 4E9.

OBSTETRICS & GYNAECOLOGY

McGILL UNIVERSITY - Reproductive Endocrinology. Applications are invited by McGill University, Department of Obstetrics and Gynaecology, for a tenure track academic position at the Assistant Professor level starting September 1995. Requirements include post M.D. residency, faculty experience with specialty qualifications in Obstetrics/Gynaecology and a minimum of two years experience in In Vitro Fertilization. Experience setting up a Transport IVF program, and experience with a computerized infertility environment preferred. Commitment to teaching and clinical research. Salary is to be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications should be received before January 31, 1995. Please reply to: Dr T. Tulandi, Director, Division of Reproductive Endocrinology/Infertility, McGill University, Women's Pavilion, 687 Pine Avenue West, Montreal, Quebec, Canada H3A 1A1.

OCCUPATIONAL HYGIENE

UNIVERSITY OF BRITISH COLUMBIA - Invites applications for a tenure-track faculty position in Occupational Hygiene The successful applicant will join an existing team with expertise in exposure assessment, exposure modelling, occupational epidemiology, toxicology, air pollution, and respiratory health in a new interdisciplinary Occupational Hygiene matters program. The appointment will be mainly in the Faculty of Graduate Studies (Occupational Hygiene), with a joint appointment in one of 3 other faculties (Applied Science, Medicine, or Science). We anticipate that the apppintment will be at the rank of Assistant Professor, but appointment at a higher level may be possible in special circumstances. The new faculty member will be experted to develpp an active research program in an area directly related to occupational hygiene, as well as having teaching input into the program. Applicants should have demonstrated expertise and research capability in an area such as sampling, determinants of exposure, exposure control, toxicology, biomarkers of exposure, analytic methods, or other occupational or environmental exposure assessment field. Awareness of current occupational hygiene issues and an interest in interdisciplinary approaches are required The applicant must have demonstrated the ability or potential to be an effective teacher of graduate students. As the program involves a strong community outreach component, the ability and willingness to interact in this setting is a must. A doctoral degree is required, professional registration (RDH, CIH) or eligibility is preferred. Salary will be commensurate with rank and experience. Letters of application, accompanied by a curriculum vitae, statement of teaching and research interest, and the names and addresses of three references should be sent to: Dr. Susan M Kennedy, Director, Occupational Hygiene Program, The University of British Columbia, 2206 East Mall, Vancouver, B.C. V6T 1Z3, Canada (or FAX: 604-822-9588) before March 15, 1995. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, visible minorities, aboriginal people, and persons with disabilities.

OCEAN SCIENCES

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Ocean Sciences Centre (OSC) of Memorial University wishes to make a tenure-track appointment at the rank of Assistant/Associate Professor The appointee will be an experimental marine scientist who will take advantage of our laboratory facilities, which include high quality flowing seawater. Preference will be given to someone who can develop a strong research program in one or more of the following areas: physiology, ecology, and behaviour. Duties will include participation in either or both of the graduate programs (Aquaculture and Marine Biology), and the supervision of graduate student research The OSC is a research unit within the Faculty of Science which operates a variety of programmes addressing questions relevant to the cold ocean environment, including aquaculture of fish and shellfish, vertebrate and invertebrate physiology, biorhemistry and behaviour, oceanography, and seabird and mammal biology. The OSC is situated 10 km north of the university's main campus in St. John's, and provides excellent facilties for laboratory and field studies. Interested persons should send a resumé, an outline of proposed research, and the names and addresses of three academic referees to: Dr. LW. Grm, Director, Ocean Sciences Centre, Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7 Canada. The closing date is 17 February, 1995.

OCEANOGRAPHY

UNIVERSITY OF BRITISH COLUMBIA - Department of Oceanography. Applications are invited for a two-year Post-doctoral Fellowship oi Research Associateship from qualified persons interested in joining a multi-disciplinary research team that is investigating the environmental factor governing the stable carbon and nitrogen isotpic composition of marine phytpplankton. The focus of the research is on laboratory culture experiments with selected single species grown under different PCO2, temperature and nutrient conditions, with simultaneous determination of photosynthetic and growth parametect, followed by measurements of the isotopic composition of bulk photosynthate and isolated biomarkers. Field work in contrasting oceanic regimes is also planned. The research team comprises R.D. Guy, P.J. Harrison, T.F. Pedersen, D.H. Turpin, M. Whitcar and S.E. Calvert. Applicants with expertise in phytoplankton physiology and the application of stable isotope techniques to biological research are esperally encouraged to apply Salary $29,000 to $35,000 depending on qualifications and experience. Please send applications with an up-to-date curriculum vitae and the names and addresses of three potentiali referees before January 30, 1995 to: S.E. Calvert, Department of Oceanography, University of British Columbia, Vancouver, B.C Canada V6T 1Z4; Telephone: 604-822-5710; FAX: 604-822-6091; Email: calvert@unig.ubc.ca.

OPHTHALMOLOGY

THE UNIVERSITY OF OTTAWA EYE INSTITUTE, Ottawa General Hospital is expanding its research activity in the field of corneal wound healing following refractive surgery Applications for Senior Researcher/Research director are invited at the level of Associate of Full Professor. The successful applicant will use cellular and molecular technology coupled with she latest imaging techniques including in vivo confocal and laser scanning confocal microscopy to establish the mechanisms relevant to wound closure. Candidates should have a proven record of research productivity and will be expected to obtain independent research grants, but start-up funds are available. A working knowledge of both English and French is desirable. A commitment to support bilingualism within the Faculty is essential In keeping with the proactive policy for the recruitment of women, the University of Ottawa strongly encourages applications from women. Applicants are requested to forward their curriculum vitae and the names of three references and an outline of ther research interest and future plans prior to March 1, 1995 to Dr W Bruce Jackson, Chairman, Department of Ophthalmology, University of Ottawa Eye Institute, Ottawa General Hospital, 501 Smyth, Ottawa, Ontario K1H 8L6. Priority will be given to Canadian citizens and permanent residents of Canada in accordance with Canadian Immigration requirements.

L'INSTITUT DE L'OEIL de l'Université d'Ottawa à l'Hôpital général d'Ottawa élargit ses activités de recherche dans le domaine du traitement des lésions de la cornée après la chirurgie refractive Nous désirons donc recruter un(e) chercheur(se) principal(e) directeur(trice) de la recherche, a titre de professeur(e) agrégé(e) ou de professeur(e) titulaire. Le/la candidat(e) retenu utilisera les technologies cellulaires et moléculaires, jumelées avec les techniques d'imagerie les plus avancées, y compris la microscopie confocale in vivo et la microscopie convocale à balayage laser, pour déterminer les mécanismes de guérison pertinents. Les candidats devraient pouvoir démontrer leur productivité en recherche. Des fonds de démarrage seront disponibles, mais les candidats devront pouvoir obtenir leurs propres subventions de recherche independante. Une connaissance de l'anglais et du français est désirable. Un engagement a promouvoir le bilinguisme au sein de la Faculté est essentiel. Conformément au règlement sur le recrutement proactif des professeures, l'Université d'Ottawa encourage fortement les demandes de la part des femmes. Pour postuler, veuillez faire parvenir votre dossier de candidature, incluant un curriculum vitae, le nom de trois répondants et un résumé de vos intérêts en recherche et projets d'avenir d'ici le 1er mars 1995 au Dr. W Bruce Jackson, Chef, département d'ophthalmologie, Institut de l'oeil de l'Université d'Ottawa a l'Hôpital général d'Ottawa, 501 Smyth, Ottawa, Ontario K1H 8L6. En vertu des exigences canadiennes relatives à l'immigration, la priorité sera accordée aux personnes de citoyenneté canadienne et de residence permanente au Canada.

PATHOLOGY

VICTORIA GENERAL HOSPITAL - A vacancy exists for a laboratory hematologist at the Victoria General Hospital, Halifax, a 600 bed teaching and referral center. This hospital will become amalgamated with the Camp Hill Medical Centre to form the Queen Elizabeth II

DALHOUSIE LAW SCHOOL AND MARINE AFFAIRS PROGRAM
Academic Position
Marine and Environmental Law/Marine Affairs

Dalhousie Law School and the Dalhousie Marine Affairs Program, in Halifax, Nova Scotia, invite applications for a tenure track position beginning on July 1, 1995. Salary and rank will be commensurate with qualifications and experience. The appointee will work in an interdisciplinary setting, half-time as Co-ordinator of the Marine Affairs Program, Faculty of Graduate Studies, and half-time as a member of the Law Faculty in the Marine and Environmental Law field.

The preferred candidate will have: a post-graduate degree in law, well-recognized expertise and experience in marine affairs and marine and environmental law, an excellent research, teaching and publication record, a willingness to work in an interdisciplinary setting, proven fund-raising abilities, and international development experience. Applications with a working knowledge of English and French will be preferred.

A job description for the Marine Affairs portion of the position is available on request.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Dalhousie University is an Employment Equity/ Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, racial minorities and persons with disabilities.

Applicants should send a curriculum vitae listing at least three references to:

Professor Wayne MacKay
Chair, Appointments Committee
Faculty of Law
Dalhousie University
Halifax, Nova Scotia
B3H 4H9
FAX: (902)494-1316

The deadline for applications is **January 31, 1995**.

McGill

INSTITUTE OF ISLAMIC STUDIES

The Institute of Islamic Studies at McGill University invites applications for a tenure-track position of Professor of Islam in Indonesia who will also assume the responsibility of Project Director for the Indonesia Islamic Higher Education Project as of July 1, 1995. Applicants must have a PhD and be established scholars with expertise in Islam in Indonesia and with evidence of substantial administrative experience. The appointee will teach seminars/courses (including Bahasa Indonesia) and supervise graduate research related to Islam in Indonesia. Knowledge of Dutch is an asset. As a Project Director, the appointee will be responsible for all the administrative aspects of the project involving other units at McGill University and including periodic travel for meetings and short-term teaching in Indonesia. Pending approval of the five-year project, the salary is negotiable depending on rank and experience. Applicants must send their curriculum vitae and arrange for three letters of reference to be sent directly by **February 15, 1995** to: Dr. A. Uner Turgay, Director, Institute of Islamic Studies, McGill University, 3485 McTavish Street, Montreal, Quebec, Canada H3A 1Y1. This advertisement is directed in the first instance to Canadian citizens and landed immigrants in Canada. McGill University is committed to equity in employment.

Health Science Centre. The successful candidate will possess specialty qualifications acceptable for licensure with the Provincial Medical Board of Nova Scotia. The incumbent would share the service responsibilities of the laboratory with other M.D.s and a PhD (molecular biologist). A special interest in immunology, tissue typing and/or bone marrow cultures would be an asset. Involvement is postgraduate and undergraduate teaching programmes will be necessary as well as development of research activities relevant to the Division. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. Applications and enquiries should be addressed to Dr. E. Zayed, Director, Division of Hematology, Department of Pathology, Victoria Hospital, 1278 Tower Road, Halifax, Nova Scotia B3H 2Y9, tel: 902-428-3690.

PHILOSOPHY

UNIVERSITY OF ALBERTA - The Department of Philosophy at the University of Alberta has openings for one or two eight-month (September 1, 1995 to April 30, 1996) leave replacement appointments and one four-month (January 1 to April 30, 1996) leave replacement appointment (all conditional upon funding). Applicants should be able to teach introductory courses in the history of philosophy, philosophy of the environment, philosophy of mind, practical and symbolic logic. For appointees with the PhD the minimum salary ($39495 rate) is approximately $25,357 for the eight-month period, pro rated for the four-month period. Without the PhD, the minimum stipend would be slightly lower. Applications, which should include three letters of reference, should be sent to Dr. C. Wilson, Chair, Department of Philosophy, University of Alberta, Edmonton T6G 2E5 by March 1, 1995. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

DALHOUSIE UNIVERSITY - Applications are invited for a limited term appointment (July 1, 1995 to June 30, 1996) at the Assistant Professor level. Preferred areas of competence: Phil. of Mind, phil. of languages, metaphysics. PhD complete or nearly complete. Five half-class load; salary on union scale according to experience. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send CV, transcripts, and three reference letters to Search Committee Chair, Philosophy Department, Dalhousie University, Halifax, NS B3H 3J5. E-mail DALPHIL@ACADL.CA. Closing date: February 28, 1995.

DALHOUSIE UNIVERSITY - Applications are invited for a possible 1/2 time limited term appointment at the Assistant Professor level. Preferred term: Full-time, for the half-year January 1 - June 30, 1996, but options of 1/2 time for the full year, July 1, 1995 - June 30, 1996 instead. Areas of competence: poen. PhD complete or nearly complete. Three half-year-class load; salary on union scale according to experience. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send CV, transcripts, and three reference letters to Search Committee Chair, Philosophy Department, Dalhousie University, Halifax, NS B3H 3J5. E-mail DALPHIL@ACADL.CA. Closing date: February 28, 1995, but it may be possible to consider later applications.

THE UNIVERSITY OF TORONTO - Scarborough College. Applications are invited for a two year contractually limited term appointment at the rank of Assistant Professor of Philosophy. Qualifications: doctorate and teaching experience. Duties: research, undergraduate teaching in introductory philosophy and any two of symbolic logic, metaphysics, feminist philosophy. Appointment is effective July 1, 1995. Salary commensurate with qualifications. Complete dossier which must include C.V. and three letters of reference, and should include evidence of scholarly and teaching ability, should be sent to Professor Lorna Jane Abray, Chair, Division of Humanities, Scarborough College, University of Toronto, 1265 Military Trail, Scarborough, Ontario M1C 1A4. Applications arriving after February 28, 1995 may be too late. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants (permanent residents) of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities.

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus, Department of Humanities and Languages, invites applications for a sabbatical replacement at the level of Assistant Professor, subject to final budgetary approval. Minimum qualifications include a completed PhD, some teaching experience, and a proven record of research. The successful candidate will be someone prepared to teach in a small department where all faculty are assigned lower-level courses; in addition, upper-level courses are taught in a two or three year rotation. Candidates interested in a variety of fields of inquiry will be considered. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. Peter McGahan, Dean of Arts, University of New Brunswick, Box 5050, Saint John, N.B. E2L 4L5. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHYSICAL EDUCATION

WILFRID LAURIER UNIVERSITY - Physical Education. Applications are invited for a tenure stream appointment in the Department of Physical Education at Wilfrid Laurier University. Applicants should be able to teach courses in History and Philosophy of Physical Education, Modern Olympic Games, Canadian Sports History, Sports Administration, as well as skill practica. Applicants are expected to have a doctoral degree as well as relevant teaching and independent research experience. The appointment will be effective July 1, 1995. The successful candidate will be expected to teach in the undergraduate program, advise students, and maintain an active research program. Wilfrid Laurier University is committed to employment equity policies, and welcomes applications from all qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Letters of application, which include a description of research and teaching interests, should be accompanied by a curriculum vitae and the names of three referees. These should be forwarded by February 28, 1995 to Dr. R.M. Tirdus, Chair, Department of Physical Education, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5.

WILFRID LAURIER UNIVERSITY - Physical Education. Applications are invited for a tenure stream appointment, subject to budgetary approval, in the Department of Physical Education at Wilfrid Laurier University. Applicants should be able to teach courses in Psychomotor Behaviour, Sport and the Child, Socio-cultural aspects of Physical Education as well as skill practica. Applicants are expected to have a doctoral degree as well as relevant teaching and independent research experience. The appointment will be effective July 1, 1995. The successful candidate will be expected to teach in the undergraduate program, advise students, and maintain an active research program. Wilfrid Laurier University is committed to employment equity policies, and welcomes applications from all qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Letters of application, which include a description of research and teaching interests, should be accompanied by a curriculum vitae and the names of three referees. These should be forwarded by January 31, 1995 to Dr. R.M. Tirdus, Chair, Department of Physical Education, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5.

PHYSICAL & HEALTH EDUCATION

QUEEN'S UNIVERSITY - The School of Physical and Health Education Queen's University at Kingston, invites applications for a two-year non-renewable appointment at the rank of Assistant Professor (salary will reflect qualifications and experience). The appointment will commence July 1, 1995 (subject to negotiation). The successful candidate will hold a PhD in Exercise Physiology or a related discipline with an interest in biological aspects of health promotion. The candidate must be willing to teach courses such as fitness, nutrition, ageing and drugs and addiction at the undergraduate level and contribute to graduate courses in applied exercise sciences. The candidate must show evidence of a strong research training and ability to conduct independent research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment-equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and members of visible minorities. Letters of application, together with a curriculum vitae and the names of three referees, should be directed by 15 February, 1995 to: Dr. J. Gavin Reid, Director, School of Physical and Health Education, Queen's University, Kingston, Ontario K7L 3N6; Phone: (613)545-2666; Fax: (613)545-2009.

PHYSICAL & OCCUPATIONAL THERAPY

McGILL UNIVERSITY - The Occupational Therapy program in the School of Physical and Occupational Therapy, McGill University is seeking applicants for junior or senior tenure track appointments. Candidates with expertise in physical medicine, rehabilitation technology or mental health are invited to apply, although expertise in other areas will also be considered. Candidates must have an occupational therapy background and a PhD in a field related to rehabilitation. Duties will include undergraduate and graduate teaching, research, graduate student supervision, and departmental duties. Administrative experience is desirable. We invite you to join our dynamic Occupational Therapy Faculty, in a School well known for its excellent research and teaching programs. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Non-Canadians are also encouraged to apply. McGill University is committed to equity in employment. Qualified candidates should forward a letter stating their teaching and research interests, a curriculum vitae and names of three referees to: Sharon Wood-Dauphinee, PhD, Director, School of Physical & Occupational Therapy, McGill University, 3654 Drummond Street, Montreal, Quebec, Canada H3G 1Y5.

PHYSICS

LAURENTIAN UNIVERSITY - The Physics and Astronomy Department of Laurentian University invites applications for a Research Associate position with the Sudbury Neutrino Observatory Group. Underground installation of the SNO detector is presently in progress and full operation will commence in 1996. Accordingly, the position is for an initial period of three years starting in spring 1995. The successful candidate should have a recent PhD in experimental nuclear or particle physics. Familiarity with the CERN libraries would be an asset. Please send a letter of application, curriculum vitae, and have three letters of reference forwarded by March 31, 1995, to Prof. C.J. Virtue, Department of Physics and Astronomy, Laurentian University, Sudbury, Ontario, Canada P3E 2C6. Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

CARLETON UNIVERSITY - The Department of Physics invites applications for a tenure-track position at the Assistant Professor level, to begin July 1, 1995. The position is subject to budgetary approval. It is intended to expand a Candidate in the field of Medical Physics. Minimum qualifications are a PhD in an appropriate area, and some post-doctoral experience. The successful candidate will be expected to play a leading role in the Medical Physics Organized Research Unit (MPORU) which is a group of active researchers both at Carleton and nearby institutions including the Ottawa Regional Cancer Centre and the National Research Council of Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applicants should send their curriculum vitae including an outline of their research interests and the names of at least three referees to the address below. The closing date for applications is February 28, 1995. Those wishing more details on the position can contact chair@physics.carleton.ca - for information on MPORU contact johns@physics.carleton.ca. Dr. D.I.S. Watson, Chair, Department of Physics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6.

THE UNIVERSITY OF BRITISH COLUMBIA - The Physics Department invites applications for a tenure-track position at the Assistant Professor level, commencing July 1st, 1995, in the field of theoretical physics. Priority will be given to applicants with interests in elementary particle phenomenology or condensed matter physics. Exceptional candidates in other fields will also be considered. Candidates should have a PhD degree or equivalent, some post-doctoral experience, an outstanding research record and an aptitude for undergraduate and graduate teaching. The appointment is subject to final budgetary approval. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Applicants should submit a curriculum vitae and a statement of current research interests and future plans. They should also arrange to have three letters of reference sent directly to: Prof. R.G. Tunell, Head, Dept. of Physics, The University of British Columbia, 6224 Agricultural Road, Vancouver, B.C. V6T 1Z1 Canada. The deadline for receipt of all application material is: Jan. 31st, 1995.

PHYSIOLOGY

DALHOUSIE UNIVERSITY - Department of Physiology and Biophysics. Research Associate. This position requires the candidate to conduct research in sensory physiology in the laboratory of the Head of Physiology and Biophysics. The persons holding the position must have a PhD and post-doctoral training in Physiology, or a closely related discipline, and a strong background in electrophysiology and histology. Expertise in cellular and in extracellular electrical recording from sensory neurons is essential, as well as the ability to conduct single-electrode voltage-clamp experiments, and to process and interpret the resulting data. Experience in immunocytochemical preparations is desirable. In addition, the position involves day-to-day supervision of general laboratory operations when the Head is not available. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Send a curriculum vitae, statement of research interests, and the names of three referees to: Dr. A.S. French, Head, Department of Physiology and Biophysics, Dalhousie University, Sir Charles Tupper Medical Building, Halifax, Nova Scotia B3H 4H7, Canada, or fax (902)494-1685. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. Closing date for application: February 6, 1995.

POLITICAL & ECONOMIC SCIENCE

COLLÈGE MILITAIRE ROYAL DU CANADA - Le département de sciences politiques et économiques du Collège militaire royal du Canada offre un poste au niveau de chaire(e) de cours ou de professeur(e) adjoint(e). L'entrée en fonction sera le premier juillet 1995 mais elle dépend de la disponibilité des ressources financières prévues à cet effet. Responsabilités: l'enseignement de la géographie en français dans les programmes de B.A., de B.A. spécialisé et de M.A., la supervision d'étudiants du M.A. dans le programme d'études sur la conduite de la guerre, la recherche ainsi que des responsabilités administratives universitaires. Qualifications: détenir un doctorat ou l'équivalent en géographie avec une spécialisation en géographie régionale et politique du monde avec une concentration sur la nouvelle Europe; expérience dans l'enseignement et un nombre acceptable de publications. Les candidat(e)s qui sont à la veille de compléter leur doctorat peuvent poser leur candidature mais dans ce cas, ils (elles) ne seront considéré(e)s qu'au niveau de chargé(e) de cours. Toutes les demandes doivent être reçues avant le 15 mars 1995. Selon les politiques gouvernementales, ces postes sont offerts en priorité aux citoyen(ne)s du Canada et, en seconde priorité, aux résident(e)s permanent(e)s ainsi qu'aux immigrant(e)s reçu(e)s. Le Collège militaire royal du Canada est une université bilingue et mixte. Ces positions sont offertes aux candidat(e)s des deux sexes.

COLLÈGE MILITAIRE ROYAL DU CANADA - Le département de sciences politiques et économiques du Collège militaire royal du Canada offre deux postes au niveau de chaire(e) de cours ou de professeur(e) adjoint(e). L'entrée en fonction sera le premier juillet 1995 mais elle dépend de la disponibilité des ressources financières prévues à cet effet. Responsabilités: l'enseignement de l'économique en français dans les programmes de B.A., de B.A. spécialisé et de M.A., la supervision d'étudiants du M.A. dans le programme d'études sur la conduite de la guerre, la recherche ainsi que des responsabilités administratives universitaires. Qualifications: détenir un doctorat ou l'équivalent en économique avec, pour une de ces positions, une spécialisation en économie internationale; expérience dans l'enseignement et un nombre acceptable de publications. Les candidat(e)s qui sont à la veille de compléter leur doctorat peuvent poser leur candidature mais dans ce cas, ils (elles) ne seront considéré(e)s qu'au niveau de chargé(e) de cours. Même si la capacité d'enseigner en français est une condition préalable pour postuler ces positions, la préférence sera donnée aux candidat(e)s qui peuvent enseigner en français et en anglais. Échelle des salaires: Chargé(e) de cours: de 26 838 à 45 906$; Professeur(e)s adjoint(e)s: de 35 588 à 53 834$. Applications: Soumettre son curriculum vitae, un relevé de ses notes universitaires et trois lettres de références avec tout le matériel qui peut aider à évaluer les qualités d'enseignant et de chercheur du candidat à: Dr. Yvan Gagnon, Directeur, Département de sciences politiques et économiques, Collège militaire royal du Canada, Kingston, ON K7K 5L0 Canada. Toutes les demandes doivent être reçues avant le 15 mars 1995. Selon les politiques gouvernementales, ces postes sont offerts en priorité aux citoyen(ne)s du Canada et, en seconde priorité, aux résident(e)s permanent(e)s ainsi qu'aux immigrant(e)s reçu(e)s. Le Collège militaire royal du Canada est une université bilingue et mixte. Ces positions sont offertes aux candidat(e)s des deux sexes.

COLLÈGE MILITAIRE ROYAL DU CANADA - Le département de sciences politiques et économiques du Collège militaire royal du Canada offre deux postes au niveau de chaire(e) de cours ou de professeur(e) adjoint(e). L'entrée en fonction sera le premier juillet 1995 mais elle dépend de la disponibilité des ressources financières prévues à cet effet. Responsabilités: l'enseignement de l'économique en français dans les programmes de B.A., de B.A. spécialisé et de M.A., la supervision d'étudiants du M.A. dans le programme d'études sur la conduite de la guerre, la recherche ainsi que des responsabilités administratives universitaires. Qualifications: détenir un doctorat ou l'équivalent en économique avec, pour une de ces positions, une spécialisation en économie internationale; expérience dans l'enseignement et un nombre acceptable de publications. Les candidat(e)s qui sont à la veille de compléter leur doctorat peuvent poser leur candidature mais dans ce cas, ils (elles) ne seront considéré(e)s qu'au niveau de chargé(e) de cours. Même si la capacité d'enseigner en français est une condition préalable pour postuler ces positions, la préférence sera donnée aux candidat(e)s qui peuvent enseigner en français et en anglais. Échelle des salaires: Chargé(e) de cours: de 26 838 à 45 906$; Professeur(e)s adjoint(e)s: de 35 588 à 53 834$. Applications: Soumettre son curriculum vitae, un relevé de ses notes universitaires et trois lettres de références avec tout le matériel qui peut aider à évaluer les qualités d'enseignant et de chercheur du candidat à: Dr. Yvan Gagnon, Directeur, Département de sciences politiques et économiques, Collège militaire royal du Canada, Kingston, ON K7K 5L0 Canada. Toutes les demandes doivent être reçues avant le 15 mars 1995. Selon les politiques gouvernementales, ces postes sont offerts en priorité aux citoyen(ne)s du Canada et, en seconde priorité, aux résident(e)s permanent(e)s ainsi qu'aux immigrant(e)s reçu(e)s. Le Collège militaire royal du Canada est une université bilingue et mixte. Ces positions sont offertes aux candidat(e)s des deux sexes.

POLITICAL SCIENCE

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus, Department of History and Politics, invites applications for a sabbatical replacement appointment in Political Science, subject to final budgetary approval. Applicants should have appropriate qualifications and teaching experience and the ability to teach introductory and senior political science courses in at least two of the following general areas: Canadian Politics, Political Theory, International Relations, Comparative Politics and Public Policy. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. Peter McGahan, Dean of Arts, University of New Brunswick, Box 5050, Saint John, N.B. E2L 4L5. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY - The Department of Political Science of Wilfrid Laurier University invites applications for two tenure-track appointments and one limited-term appointment, subject to budgetary approval, commencing July 1, 1995. Applicants for the tenure-track positions should have as their major field of concentration either Canadian Government and Politics, or Comparative Politics (Developing Countries). In addition, these applicants should indicate other fields or subfields in which they might make teaching/research contributions to the Department. Applicants for the limited-term appointment should indicate the fields or subfields in which they might make teaching/research contributions to the Department. The Department has both undergraduate and graduate programs. The University is committed to employment equity and welcomes applications from all qualified women and men, including racial minorities, people with disabilities, and aboriginal people. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including curriculum vitae and the names of three referees, should be sent by January 31, 1995 to: Dr. Steven D. Brown, Chair, Department of Political Science, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5; Telephone: (519)884-1970 ext. 3895; Fax: (519)746-7908; e-mail: sdbrown@machl.wlu.ca.

PSYCHIATRY

THE UNIVERSITY OF ALBERTA, Department of Psychiatry, invites applications for a position as Research Associate at Assistant Professor ($39,230-$55,526) or Associate Professor ($48,572-$69,664) rank with three year funding guarantee if Professor will be given to psychiatrists with post-fellowship training in the area of anxiety disorders who have demonstrated outstanding potential for an independent research career. The successful candidate will have the responsibility to work as a member of an active team and to participate in an independent, dynamic research program. Deadline for applications: March 15, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates should forward their curriculum vitae, outlines of their research interests and names of three references to Dr. Roger C. Bland, Professor and Chair, Department of Psychiatry, University of Alberta 1E7.44 Walter MacKenzie Centre, Edmonton, Alberta T6G 2B7. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

PSYCHOLOGY

LAURENTIAN UNIVERSITY - Department of Psychology. Applications are invited for a position at the Assistant Professor rank effective July 1, 1995 to teach undergraduate courses in learning, motivation and emotion and either introductory psychology or scientific method and analysis at the second year level. The appointment will be for a limited term contract for up to a 3-year term subject to budgetary approval. Candidates should hold or be close to holding a PhD degree. Bilingual candidates (English/French) are given special consideration. In accordance with immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Other qualified applicants are also invited to apply. Laurentian University is committed to the principles of employment equity and women, aboriginal peoples, visible minorities and persons with disabilities are encouraged to apply. Applicants should submit a curriculum vitae and names of three referees to Dr. R. Patchett, Department of Psychology, Laurentian University, Sudbury, Ontario P3E 2C6. The closing date for applications is February 28, 1995 although late applications may be considered.

UNIVERSITY OF TORONTO, Erindale Campus - Department of Psychology. Subject to budgetary approval, the Department of Psychology invites applications for a one to three-year contractually limited term appointment at the Assistant Professor level starting July 1, 1995. The department is interested in candidates with research interests in developmental psychology. Duties will include undergraduate teaching and research. Applicants will have or will be completing a PhD, and must show promise of excellence in both research and undergraduate teaching. The successful candidate will be based at the Erindale Campus of the University of Toronto, in a beautiful wooded setting in Mississauga which is located 25 km from downtown Toronto. The candidate will be expected to pursue a vigorous research program. Letters of application with curriculum vitae and three letters of reference should be sent to Professor Tom Alloway, Associate Chair, Department of Psychology, Erindale Campus, University of Toronto, Mississauga, Ontario L5L 1C6 by March 1, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF NEW BRUNSWICK, Saint John Campus - The Department of Psychology is inviting applications for a term position. The appointment, which is subject to budgetary approval, will be at the rank of either lecturer or assistant professor. Applicants are expected to have either a PhD or to be in the final stages of a PhD program. Salary will be based on qualifications and experience. Applicants are expected to be able to instruct courses in undergraduate and graduate statistics and one or more of the following areas, perception, psychological testing, systems of psychotherapy, and introductory psychology. Applicants, with curriculum vitae and the names and addresses of three referees should be sent to Dr. Peter McGahan, Dean of Arts, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration

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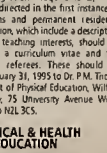

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DALHOUSIE UNIVERSITY

LESTER PEARSON INTERNATIONAL INSTITUTE

Nominations and applications are invited for the position of Director of The Lester Pearson International Institute.

The Lester Pearson International Institute is mandated to provide leadership in the internationalization of the University. The Director sits on the President's Advisory Committee and reports directly to the Vice-President (Academic & Research). The Director is responsible for the overall management of the Institute and for the coordination and support of international program activities at Dalhousie providing expert assistance and advice to academic and administrative units.

The successful candidate will be a person with the energy and vision to identify opportunities for the University, including the development dimension of internationalization, and with the personal skills required to facilitate the advancement of the international agenda of the University through collaborative activity within the Dalhousie community. Candidates should have an advanced degree (preferably a Ph.D. or equivalent professional qualification), with a specialty in some aspect of international affairs and work experience in international settings. Depending on the qualifications of the successful candidate, an affiliation with an appropriate academic unit may be possible.

The appointment is initially for a period of three years, commencing July 1, 1995.

This appointment is open to all applicants. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The university encourages applications from qualified women, Aboriginal peoples, racial minorities and persons with disabilities.

Applications and nominations, including a curriculum vitae and the names of three referees, should be submitted by February 15, 1995 to:

Dr. Deborah Hobson
Vice-President (Academic & Research)
President's Office, Main Floor,
Arts and Administration Building
Dalhousie University,
Halifax, Nova Scotia
B3H 4H6

ANNONCES CLASSÉES

requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK - The Department of Psychology at the University of New Brunswick (Fredericton Campus) invites applications for a tenure-track position in Clinical Psychology at the rank of Assistant Professor. Candidates in all areas of clinical psychology will be considered, those from the child/family clinical areas are particularly encouraged to apply. The successful candidate will have a strong commitment to clinical training, undergraduate and graduate teaching, and have an active research programme. The Department of Psychology offers graduate training at the Master's and Doctoral levels. Interested applicants should send a curriculum vitae, recent publications, a statement of research, teaching and clinical interests, and 3 letters of reference to: Barry Spinner, Chairperson, Department of Psychology, University of New Brunswick, Fredericton, N.B. E3B 6E4 The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. Review of applications will start February 1, 1995, and will continue until position is filled

McMASTER UNIVERSITY'S Psychology Department invites applications for a tenure-track position in cognitive psychology at the assistant or associate rank commencing no earlier than July 1, 1995 We are seeking someone with an established record of independent research. We would particularly like someone who will provide links between our group in cognitive psychology and other researchers in the department, such as an expert in computational models of dyslexia, the neuropsychology of attention, etc. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including persons with disabilities, members of visible minority groups and women. This position is subject to final budgetary approval. To apply, send a CV, short statement of research interests, a publication list with selected reprints, and arrange to have three letters of reference sent to Dr. L.R. Brooks, Chair of the Search Committee, Department of Psychology, McMaster University, Hamilton, Ontario Canada L8S 4K1.

THE UNIVERSITY OF CALGARY, Department of Psychology invites applications for an Assistant Professor(tenure-track) position effective July 1, 1995. Requirements: PhD in Psychology or equivalent, evidence of an active research program, and a strong background in design and quantitative methods. Preference will be given to applicants in the areas of Ergonomic/Human Factors or Industrial-Organizational Psychology with research interest in a "bridging" area such as human-computer interaction, stress, job redesign, shift work, etc. Outstanding applicants in other areas of psychology will also be considered. Responsibilities: Teach undergraduate and graduate courses, (especially motivation, human factors and/or industrial psychology), develop graduate program development (subject to budgetary approval) in tenure-track and will most probably be filled at the Assistant rank, though applications at the Associate rank may be considered. The starting date is July 1, 1995. Primary teaching responsibilities are at the undergraduate level with opportunities for occasional teaching and thesis supervision at the Master's Level. Candidates with a completed PhD will be preferred, though ABD's will be seriously considered. The application deadline is January 31, 1995. Applications should include a cover letter which, among other things, elaborates how the candidate understand the relationship between his/her primary and additional areas of competence, a CV and 3 letters of recommendation, and should be addressed to: Dr. Peggy L. Day, Chair, Religious Studies Department, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E9. In accordance with Canadian immigration requirements, this advertisement is directed first at Canadian citizens and permanent residents

RESEARCH

THE JOHN P. ROBARTS RESEARCH INSTITUTE - Research Scientist, The Neurodegeneration Research Group at the Robarts Research Institute is comprised of a multi-disciplinary team of eight researchers whose interests are directed towards understanding the cellular mechanisms involved in development, death, and regeneration within the nervous system. Our view is that understanding the basic mechanisms underlying degenerative neurological disorders will be critical to their prevention and to the development of effective treatments. We are seeking to hire two additional scientists whose molecular work relates to our existing fields of expertise. Suitable areas would include receptor mediated signal transduction, growth factors, development, protein chemistry, and programmed cell death. Appointments for research scientists (PhD and/or M.D.) will be made on a renewable five year basis at a competitive salary. Establishment funds will be available for the first three years. Academic rank will be determined by cross appointments with the appropriate department at The University of Western Ontario. The John P. Robarts Research Institute, located on the attractive campus setting of The University of Western Ontario in London, Ontario, is an autonomous, modern, medical research facility that aptly reflects the strong growth and commitment to basic and clinical research in Southwestern Ontario in accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Qualified candidates should forward a curriculum vitae, an outline of research interests and scientific goals, reprints of key publications and a list of three references to: Dr. Lynne C. Weaver, Director, Neurodegeneration Research Group, The John P. Robarts Research Institute, PO Box 5015, 100 Perth Drive, London, Ontario, Canada N6A 5K8.

RESEARCH ASSOCIATE

BAMFIELD MARINE STATION - A Research Associate is required immediately to join a group interested in the early evolution of nervous systems. Candidates must have some post-doctoral experience and be fully conversant with the following techniques: intracellular microelectrode recording, whole-cell and single-channel voltage clamp, cell culture, oocyte mRNA expression assays, basic molecular biological techniques including PCR. Experience working with lower metazoan phyla would be a advantage. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. The Bamfield Marine Station is committed to an employment equity programme. Women are encouraged to apply. Please submit a letter of application, curriculum vitae and the names of three referees to Dr. A.N. Spencer, Bamfield Marine Station, Bamfield, B.C. V0R 1B0.

RURAL ECONOMY

UNIVERSITY OF ALBERTA - Department of Rural Economy, Faculty of Agriculture, Forestry and Home Economics. Assistant or Associate Professor, Cooperatives Chair Program in Agricultural Marketing and Business, effective July 1, 1995. Appointment of tenure track position will be made at the assistant or associate professor level, subject to qualifications and experience. Teaching and research on the economics of markets, marketing, and/or agribusiness management, including group marketing and cooperative business activities. The successful appointee will be expected to interact with cooperatives, credit unions, and the other group owned farming institutions that have funded this position. Salary: $39,230-$55,526/year, assistant professor; $48,572-$69,694/year, associate professor. Qualifications include a PhD in Agricultural Economics, Economics or Business with a strong background in economic theory and quantitative methodology and an interest in pursuing research and teaching in the economics and/or management of cooperative business organizations in agriculture and related areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a short statement of research and teaching interests, curriculum vitae, and the names of three referees, should be sent by March 31, 1995, to: Michele Veeman, Chair, Department of Rural Economy, University of Alberta, Edmonton, Alberta, Canada T6G 2H1. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

SCIENCE, TECHNOLOGY & CULTURE

YORK UNIVERSITY - Faculty of Arts, Division of Humanities/Atkinson College, Science Studies. A tenure-stream position in the field of 19th and 20th century science, technology and culture. This joint appointment, to commence July 1, 1995, will be at the assistant professor level. Prospective candidates should have the qualifications to teach and conduct research in the area of modern science, technology and culture with emphasis on the physical sciences and/or technology. Applicants should have the appropriate scholarly strengths to teach introductory and advanced courses dealing with technoscience and culture, and, more broadly, interdisciplinary Humanities and Science Studies courses from first to fourth years. A PhD or equivalent in history of science or the social studies of science, technology and culture or a related field in the humanities is essential as is an active program of scholarly research. Salary will depend on qualifications and experience. A letter of application with curriculum vitae should be sent to Prof. Margo Gewurtz, Chair, Division of Humanities, York University, North York, Ont M3J 1P3. Candidates should arrange for letters of recommendation from three referees to be sent directly to the above address. Deadline for applications is January 31, 1995. This appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOCIAL WORK

YORK UNIVERSITY - The School of Social Work, Atkinson College, York University, invites applications for a tenure stream position at the Assistant Professor level beginning July 1, 1995 or as soon as may be arranged. (The appointment is subject to budgetary approval by the University). The position involves field development, undergraduate teaching and research. The position may also involve graduate teaching. Atkinson College is a faculty of York University whose mission is to provide a range of degree programmes for adult students studying on a full-time and part-time basis, primarily through evening courses and both evening and daytime courses through the summer. The School offers a part-time and full-time B.S.W programme as well as an M.S.W. programme. In keeping with a new and emerging curriculum, the ideal candidate should have demonstrated ability and experience to: 1) develop community connections that reflect issues of diversity; 2) provide administrative and educational leadership in curriculum development to field instructors, faculty, and students; and 3) engage in teaching and research related to practice and field education. Qualifications include an M.S.W and a PhD/D.S.W. or demonstrably appropriate experience. The applicants should mail a curriculum vitae, along with the names and addresses of three referees by February 28th to the Chair of the Search Committee, School of Social Work, Atkinson College, York University, 4700 Keele Street, North York, Ontario M3J 1P3. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada

LAKEHEAD UNIVERSITY - Applications are invited for one senior probationary (tenure track) appointment in the Department of Social Work commencing August 1, 1995. The Department emphasizes a unique northern based task-centred ecological systems approach to social work practice and wishes to attract individuals with academic and administrative leadership abilities and an interest in developing and enriching our curriculum in the areas of policy, management, practice and/or research. Salary and rank will be commensurate with qualifications and experience. Successful applicants should have a PhD (D.S.W) in Social Work. This position is subject to final budgetary approval. An application including a curriculum vitae and the names, addresses and telephone numbers of three references should be forwarded before February 15, 1995 to: Dr. J. Gallert, Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, Canada P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities

SOCIOLOGY

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus - Department of Social Science, invites applications for a sabbatical leave replacement appointment in Sociology, subject to final budgetary approval, in the areas of Classical and Contemporary Sociological Theory. Preference will be given to candidates with teaching experience in, and extensive knowledge of, sociological foundations (e.g., Marx, Durkheim and Weber), the origins of contemporary theory (e.g., symbolic interactionism, structuralism, functionalism, marxism), and recent debates (e.g., agency-structure, micro-macro) and emergent schools (e.g., critical theory, feminism, neo-functionalism, postmodernism). Applications, including curriculum vitae and the names of three referees, should be sent to Dr. Pete McGahan, Dean of Arts, University of New Brunswick, Box 5050, Saint John, N.B. E2L 4L5. The University of New Brunswick is committed to the principle of employment equity In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. Candidates should send a current curriculum vitae and arrange for 3 letters of reference to the Chair, Department of Sociology and Anthropology, Concordia University, 1455 de Maisonneuve Blvd., Montreal, Quebec H3G 1M8. Applications will be accepted until February 15, 1995.

UNIVERSITY OF SASKATCHEWAN - The Department of Sociology at the University of Saskatchewan invites applications for two tenure-track positions (subject to budgetary confirmation) and one twelve-month limited term appointment, all at the rank of Assistant Professor, effective July 1, 1995. Areas of specialization for the tenure-track positions are Family and Gender Studies and Race and Ethnic Relations, with secondary concentrations in First Nations issues, Criminology/Victimology, and Research Methods given preference. The term appointment is in the area of Race and Ethnic Relations. We are seeking candidates who have a strong commitment to research, publication, and graduate and undergraduate teaching. Normally, a completed PhD is expected at the time of appointment. Please send applications, including a C.V. and brief statement of research interests and arrange to have three letters of reference sent to: Terry Wotherspoon, Head, Department of Sociology, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0 (Fax: 306-966-6950). The application deadline is February 1, 1995. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications.

THE KING'S UNIVERSITY COLLEGE, a Christian liberal arts college offering 3-year B.A. and B.Sc. degrees and a 2-year after-degree B.Ed. (elementary), is inviting applications from women and men for a full-time, tenure-track vacancy in Sociology. This position involves teaching introductory sociology and a two-year cycle of senior-level courses. Preference will be given to applicants with a strong theoretical background whose specializations would enable them to teach in two of the following major areas: social change, social institutions, social psychology, social inequality/differences, and humanity and nature. A doctorate is required, as well as commitment to the College's Christian Statement of Faith. Starting date: July 1, 1995. Deadline: February 15 or when filled. Send application letter, curriculum vitae, copies of transcripts, and three letters of reference to: Dr. S. Keith Ward, Vice President Academic, The King's University College, 9125 - 50St., Edmonton, AB T6B 2H3 Tel: 403-465-3500; Fax: 403-465-3534 The King's University College is an equal opportunity employer, but in accordance with Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus - Department of Social Science, invites applications for a tenure track position in Sociology at the level of Assistant Professor. All areas of specialization will be considered. The ability to conduct applied as well as pure research would be a definite strength. Applicants should possess a PhD. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. Peter McGahan, Dean of Arts, University of New Brunswick, Box 5050, Saint John, N.B. E2L 4L5. The University of New Brunswick is committed to the principle of employment equity In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOCIOLOGY & ANTHROPOLOGY

CONCORDIA UNIVERSITY - The Department of Sociology and Anthropology invites applications for a limited term appointment (pending budgetary approval) effective August 15, 1995 to June 15, 1996 at the Assistant professor level. Applicants should have some university teaching experience, a PhD degree, and the ability to teach courses in the areas of urban sociology and quantitative methods, although other areas are open. A working knowledge of French would be an advantage. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. Candidates should send a current curriculum vitae and arrange for 3 letters of reference to the Chair, Department of Sociology and Anthropology, Concordia University, 1455 de Maisonneuve Blvd., Montreal, Quebec H3G 1M8. Applications will be accepted until February 15, 1995.

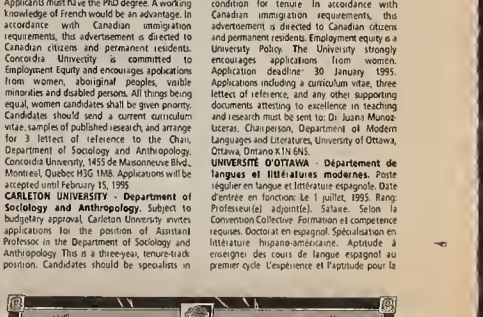
CONCORDIA UNIVERSITY - The Department of Sociology and Anthropology invites applications for two (2) tenure-track positions (pending budgetary approval) in sociology effective August 15, 1995 at the assistant professor level. Applicants should have teaching experience, a commitment to undergraduate and graduate teaching, and published research in any two of the following areas: Quebec society, sociological theory, the sociology of culture, economic sociology, family, and gender roles. Applicants must have the PhD degree. A working knowledge of French would be an advantage. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. Candidates should send a current curriculum vitae, samples of published research and arrange for 3 letters of reference to the Chair, Department of Sociology and Anthropology, Concordia University, 1455 de Maisonneuve Blvd., Montreal, Quebec H3G 1M8. Applications will be accepted until February 15, 1995

CARLETON UNIVERSITY - Department of Sociology and Anthropology. Subject to budgetary approval, Carleton University invites applications for the position of Assistant Professor in the Department of Sociology and Anthropology. This is a three-year, tenure-track position. Candidates should be specialists in quantitative analysis and be able to teach undergraduate and graduate courses in sociological methods and statistics. They should be familiar with several standard analytical approaches, such as multiple regression, LISREL, loglinear analysis, path analysis, event history analysis or multi-state demography. Applicants should have experience with commonly used statistical packages, such as SAS and SPSS. The Department is particularly interested in applicants with a demonstrated capacity to communicate the application and interpretation of various statistical procedures to the substantive work of students and colleagues. Candidates must have a completed PhD and a record of research and publications pertaining to these areas. Applications, a curriculum vitae, names of three referees and copies of publications and/or reports of research in progress should be submitted to: The Chair, Department of Sociology and Anthropology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6 Salary will be commensurate with rank and experience. Effective date of employment: 1 July 1995. Application deadline: 28 February 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

SPANISH

UNIVERSITY OF OTTAWA - Department of Modern Languages and Literatures. Tenure track position in Spanish. Starting date 1 July 1995. Rank: Assistant Professor. Salary: According to Collective Agreement. Qualifications and description. PhD in Spanish. Specialization in Spanish-American Literature. Ability to teach undergraduate Spanish language courses. Research experience and commitment should be such as to qualify the candidate for supervision of graduate studies at the M.A. and possibly at the PhD level. The University of Ottawa is a bilingual institution (French-English) and bilingualism is a condition for tenure. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Employment equity is a University Policy. The University strongly encourages applications from women. Application deadline: 30 January 1995. Applications including a curriculum vitae, three letters of reference, and any other supporting documents attesting to excellence in teaching and research must be sent to: Dr. Juana Munoz-Laveras, Chairperson, Department of Modern Languages and Literatures, University of Ottawa, Ottawa, Ontario K1N 6N5.

UNIVERSITÉ D'OTTAWA - Département de langues et littératures modernes. Poste régulier en langue et littérature espagnole. Date d'entrée en fonction: le 1 juillet, 1995. Rang: Professeur(e) adjoint(e). Salaire. Selon la Convention Collective. Formation et competence requises. Doctorat en espagnol. Spécialisation en littérature hispano-américaine. Aptitude à enseigner des cours de langue espagnol au premier cycle dans l'experience et l'aptitude pour la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SCIL

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Language Institute, University of Regina

SCIL (Summer Centre for International Languages), offers term positions for Senior Instructors in the following languages for 1995 spring and summer sessions (May 8-June 16 and July 3-August 11) :

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Send Curriculum Vitae, three (3) references, and dates available to:

SCIL - Language Institute, University of Regina
Regina, Saskatchewan, Canada S4S 0A2
FAX: (306) 585-5183 TEL: (306) 585-5300

. CLOSING DATE - February 15, 1994

This ad is directed to Canadian citizens and Landed Immigrants per Canadian Immigration regulations.

CLASSIFIEDS

recherche devraient permettre à la candidate ou au candidat de diriger des recherches au niveau des études de deuxième et possiblement de troisième cycle. L'Université d'Ottawa étant une institution bilingue, le bilinguisme (français-anglais) est une condition pour la permanence. Conformément aux exigences prévues en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi et encourage fortement les femmes à présenter leurs candidatures. Date de clôture: le 30 janvier, 1995. Prière d'adresser sa lettre de candidature avec un C.V., trois lettres de référence, et toute autre documentation capable d'attester l'excellence en enseignement et en recherche à: Dr Isaina Munoz-Liveras, Directrice, Département des langues et littératures modernes, Université d'Ottawa, Ottawa, Ontario K1N 6N5.

BROCK UNIVERSITY - The Department of French, Italian and Spanish invites applications for a tenure-stream appointment at or near the floor of the rank of Assistant Professor in Spanish effective July 1, 1995, (subject to budgetary approval). The applicant must have a PhD completed, must demonstrate native or near-native fluency in Spanish. Evidence of commitment to research in a relevant area is a requirement. Proven experience in teaching language courses at all undergraduate levels is required. Experience with Computer Assisted Language learning and/or language and culture courses would be an asset. The successful candidate would be expected to teach language, culture, and literature courses. Deadline for applications is February 28, 1995. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; both men and women are encouraged to apply. Candidates should submit a curriculum vitae and arrange to have three letters of reference sent to: Dr. Corrado Federici, Chair, Department of French, Italian and Spanish, Brock University, St. Catharines, Ontario L2S 3A1.

STATISTICS

UNIVERSITY OF TORONTO, Erindale Campus - Department of Statistics. Subject to budgetary approval, the Department of Statistics invites applications for a one-year contractually limited term appointment at the Assistant Professor level starting July 1, 1995 (with a possible renewal of contract for a further two years). The department is interested in candidates with research interests in any area of Probability and Statistics. Duties will include undergraduate teaching and research. Applicants will have or will be completing a PhD, and must show promise of excellence in both research and undergraduate teaching. The successful candidate will be based at the Erindale Campus of the University of Toronto, in a beautiful wooded setting in Mississauga which is located 25 km from downtown Toronto. The candidate is expected to pursue opportunities for collaboration with scientists from other disciplines on the Erindale Campus, while maintaining a vigorous program of research in Statistics or Probability. Letters of application with curriculum vitae and three letters of reference should be sent to Professor M. Evans, Chair, Department of Statistics, University of Toronto, Toronto, Ontario M5S 1A1 by March 1, 1995. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

TRADUCTION

UNIVERSITÉ DE MONTRÉAL - Le Departement de linguistique et de traduction de la Faculté des arts et des sciences de l'Université de Montréal recherche une professeure ou un professeur de niveau adjoint en traduction. Fonctions: enseignement aux 1er et 2e cycles, avec encadrement des étudiants aux cycles supérieurs. Exigences: doctorat obtenu, ou sur le point d'être obtenu, et expérience de l'enseignement de la traduction. Expérience de la traduction générale du français vers l'anglais et dans au moins un des domaines suivants: traduction commerciale, traduction juridique, traduction technique. Recherche et publications. Traitement selon la convention collective. Date d'entrée en fonction: le 1er août 1995. Les personnes intéressées doivent faire parvenir leur curriculum vitae, trois lettres de recommandation et des copies de leurs publications récentes, avant le 31 mars 1995, à: M. Jean-Claude Gémar, directeur, Département de linguistique et de traduction, Université de Montréal C.P. 6128, succursale Centre-ville, Montréal (Québec) H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes.

WOMEN'S STUDIES

YORK UNIVERSITY - Glendon College. A tenure-track position at the rank of assistant professor in the Women's Studies program, commencing July 1, 1995. Candidates should have a PhD in the social sciences and/or women's studies, with a concentration in contemporary women's health and/or education issues in the Canadian context. Candidates should be able to teach the introductory course in the women's studies program, and may be called on to teach courses on methodology and theory in addition to their own specialty. They may also be required to teach long-distance education courses. Most of the teaching will be in French. Candidates should be able to teach and conduct research in both English and French. Duties will include teaching at the undergraduate level and the possibility of graduate teaching, and research, and service to the University. Preference will be given to candidates with proven teaching experience, an ongoing research program, and the potential to teach at the graduate level. Salary is in accordance with the collective agreement and experience. Applications, including a CV and the names of three referees, should be sent to: Lorraine Gauthier and Bettina Bradbury, Women's Studies Program, Glendon College, 2275 Bayview Avenue, Toronto, Ont. M4N 3M6. Deadline for applications is February 15, 1995. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

UNIVERSITÉ YORK, Collège Universitaire Glendon - Le Programme d'études des femmes sollicite des candidatures pour un poste pouvant conduire à la permanence, au rang de professeur(e) adjoint(e). Date d'entrée en fonction: 1er juillet 1995. Les candidates et candidats doivent détenir un doctorat dans les sciences sociales ou dans les études des femmes avec une spécialisation dans les problèmes contemporains de santé des femmes ou de l'éducation, dans le contexte canadien. La personne sélectionnée devra pouvoir enseigner le cours d'introduction aux études des femmes et pourra être appelée à enseigner des cours sur la théorie et la méthodologie féministes en plus des cours dans son domaine de spécialisation. Elle pourrait aussi être appelée à enseigner des cours diffusés sur le réseau d'enseignement à distance. L'essentiel de son enseignement se fera en français. Elle devra pouvoir enseigner et effectuer des recherches en français et en anglais et ses fonctions principales seront l'enseignement au niveau du 1er cycle et, éventuellement des 2e et 3e cycles, la recherche et les services à l'Université. La préférence sera accordée à la personne disposant d'une bonne expérience de l'enseignement, d'un programme de recherche déjà établi et du potentiel nécessaire pour enseigner au niveau des études graduées. Le salaire offert est fixé aux dispositions de la convention collective et à l'expérience acquise. Les candidatures et candidats sont priés d'envoyer une lettre de candidature, accompagnée de leur Curriculum Vitae et le nom de trois répondants à Mmes Lorraine Gauthier et Bettina Bradbury, Programme d'études des femmes, Collège Glendon, 2275 Avenue Bayview, Toronto, Ontario M4N 3M6. Date limite de candidature: 15 février 1995. Conformément aux exigences d'immigration Canada, cette annonce s'adresse aux citoyens canadiens et résidents permanents. L'Université York applique une politique d'équité en matière d'emploi et encourage les candidatures des professeures.

ACCOMMODATIONS

EDUCATORS BED & BREAKFAST NETWORK - $27 a night for two. Private membership travel network of B&B's for educators. Stay with members at over 2200 locations in 30 countries. House-sitting program available. Choose your destination and we do the rest. Call (800)377-3480, write Box 5279, Eugene, OR 97405, or fax (503)683-8496.

SABBATICAL RENTAL: August 1/95 to July 31/96 - Toronto area, 5 bedrooms, 2 1/2 baths, ravine lot, large fully fenced backyard. Located in village of Schomberg, 40 km north of Toronto, 35 min. to York University, 1 hr to Univ of Toronto. Fully furnished. $1700/mn. Call (905)939-7075 evenings.

SABBATICALS! SOUTH LONDON, ENGLAND. Charming Victorian Cottage. Two-bedrooms, Study. Furnished. Three minutes walk, take buses. Shops. Short/long term. Reserve Early. $1600 monthly. (416)733-7858

SABBATICAL RENTAL — House in Toronto: 3 mins. to subway, 15 min. to Univ. of Toronto, downtown hospitals, etc. Close to schools, shopping. Available for 1 year from July, 1995 to July, 1996. Three stories, fully furnished with five appliances, three bedrooms and two studies, one full bathroom and two half-bathrooms, dining room, living room. Private yard, parking. $1500/mo plus utilities. No pets, non-smokers. (416)463-8983.

SIMON FRASER UNIVERSITY

invites nominations and applications for the position of

PROVOST & VICE-PRESIDENT (ACADEMIC)

Reporting to the President, the Provost & Vice-President (Academic) is the chief academic officer of the University and has overall responsibility for all academic programs and the resources used in their delivery. The Vice-President, Academic is the senior Vice President and functions as Acting President in the absence of the President. The other Vice-Presidents are responsible for Finance and Administration, Research and Graduate Studies and the Harbour Centre Campus and Continuing Studies. The Deans of Applied Science, Arts, Business Administration, Education and Science, as well as the Associate Vice-President (Academic) and a number of academic support units, report directly to the Vice-President (Academic).

The successful candidate for this position will be decisive, enabling and a person with integrity, having an outstanding record of academic leadership, demonstrated excellence in research and teaching and superior communication and interpersonal skills. The current and prospective environment for collegial leadership in this position is among the most positive in Canada.

With its distinctive campuses on Burnaby Mountain and at Harbour Centre in downtown Vancouver, the University counts some 15,000 full-time equivalent students in degree programs at the undergraduate and graduate levels, and employs 650 faculty and 1000 unionized and non-unionized support staff. The operating budget is $160 million and the annual value of research grants and contracts is $19 million. Widely regarded as one of Canada's best and most innovative comprehensive universities, the University is committed to excellence in both research and teaching, and recruits outstanding faculty, staff, and students in pursuit of that objective.

The appointment will commence on September 1, 1995.

Nominations and applications, including an up-to-date curriculum vitae, and the names of at least three referees, should be submitted as soon as possible, in confidence, to:

Dr. John O. Stubbs
President and Vice-Chancellor
and Chair, Search Committee
for Provost & Vice-President (Academic)
Simon Fraser University
Burnaby, British Columbia
V5A 1S6

The Search Committee has engaged the services of The Landmark Consulting Group Inc. to assist in this search.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Simon Fraser University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

FACULTY OF LAW
UNIVERSITY OF VICTORIA
TEACHING POSITION

Applications are invited for a one year term as a visiting professor for an appointment commencing July 1, 1995. Recruitment is likely to be at the Assistant Professor level but may be made at the Associate Professor level. Applications accompanied by a curriculum vitae and the names of three references should be directed by **February 15, 1995**, to:

Dean David Cohen
Faculty of Law
University of Victoria
P.O. Box 2400
Victoria, B.C.
V8W 3H7

Preference will be given to persons willing to teach in the fields of Property Law, Administrative Law, Trusts, Company Law and Taxation.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons.

UVic
UNIVERSITY OF VICTORIA

PUBLISHER'S STATEMENT
DÉCLARATION DE L'ÉDITEUR

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permettre. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

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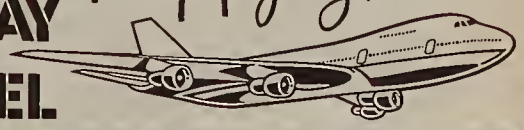

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Cooke's Offensive Better Late than Never

JOYCE LORIMER

ONTARIO MINISTER OF EDUcation and Training Dave Cooke's public attack on the Axworthy proposals for the funding of PSE is a late but welcome entry into the public debate.

In his Dec. 8 letter to the Minister of Human Resources Development, Mr. Cooke points out that the proposals "if enacted, would cause irreparable damage to the post-secondary education system in Ontario." If the federal government were to scrap EPF cash transfers for PSE entirely in 1996/97, it would mean a reduction of $700 million in federal transfers to Ontario. He points out that if this reduction were transferred directly to the operating grants of universities it would be "the equivalent of eliminating the combined provincial support for the University of Toronto, York University and the University of Ottawa."

He notes that "if students were required to absorb the entire $700 million reduction, tuition fees in Ontario would rise by 105 per cent over 1994/95 levels." By his own ministry's calculations, "even with the introduction of income contingent repayment for student loans, massive debt loads will inhibit many Ontarians from pursuing post-secondary education. Any combination of these alternatives will undermine access, either through reduced numbers of places for students as institutional budgets are cut, or through reduced enrolment as tuition fees rise."

Cooke's salvo was clearly well aimed; it provoked howls of outrage and threats of financial retaliation from Axworthy.

THE Ontario letter broke what had been an eerie silence from provincial governments. In the face of an unparalleled threat to the post-secondary education system — a system they are charged with upholding — provincial governments had shuffled to the sidelines.

Cooke was the first to recognize that provincial governments cannot responsibly opt out of this debate. We hope he will soon be followed by all his provincial counterparts. Provincial silence has been made even more untenable by the actions of university administrators, whose eagerness to compromise has been breathtaking. When AUCC weighed in with its response to Axworthy — a counter-proposal to eliminate half of the current federal cash support — it abandoned the defense of accessible higher education for others to take up.

One might be forgiven for wondering why it has taken Mr. Cooke so long to come to a defense of accessible post-secondary education.

This is, after all, the minister who has been preoccupied with his own potentially destructive review of provincial university funding for the last nine months and has been a strong advocate of income contingent repayment schemes. The Ontario funding review has now been put on hold until it becomes clear what the federal government will do, and Mr. Cooke has declared that it must be government's objective "to make debt loads more manageable and repayment fairer, not to justify dramatic tuition fee increases."

LET us hope this is a sign that the Ontario New Democratic government is about to show some political creativity in responding to the problem of declining transfer payments. CAUT would encourage Mr. Cooke to encourage his counterparts in other provinces to join together to mount a strong resistance to Axworthy and Martin's present plans, and to offer some constructive alternatives which would make the maintenance of EPF more palatable to the present government.

It was Samuel Johnson who said, "when a man knows he is to be hanged in a fortnight, it concentrates his mind wonderfully." It is hard to know whether it is the imminence of Paul Martin's budget or pre-electoral polling revealing the importance which Ontarians place on post-secondary education, which has focused Mr. Cooke's attention on what the federal government is proposing. Whatever the reason, his intervention is welcome. ■

L'offensive de Cooke: mieux vaut tard que jamais

LA CHARGE DU MINISTRE DE L'ÉDUCATION et de la Formation de l'Ontario, Dave Cooke, contre les propositions du ministre Axworthy relatives au financement de l'enseignement postsecondaire arrive sur le tard mais intervient favorablement dans le débat public.

Dans sa lettre du 8 décembre qu'il a adressée au ministre du Développement des ressources humaines, M. Cooke soutient que l'adoption de ces propositions causera des torts irrépatables au système ontarien d'enseignement postsecondaire. Il estime que si le gouvernement fédéral abolit entièrement les paiements de transfert au titre de l'enseignement postsecondaire en 1996-1997, l'Ontario recevra 700 millions de dollars de moins en transferts fédéraux. Il souligne que si cette réduction s'appliquait directement aux subventions d'exploitation des universités, elle équivaudrait à éliminer le soutien financier de la province aux universités de Toronto, York et d'Ottawa réunies.

Il fait remarquer que si les étudiants étaient tenus d'absorber la totalité de la réduction de 700 millions de dollars, les frais de scolarité, en Ontario, dépasseraient de 105 p. 100 les niveaux de 1994-1995. D'après les calculs de son ministère, un endettement considérable éloignerait de nombreux Ontariens et Ontariennes des études postsecondaires et ce, malgré la mise en oeuvre d'un régime de prêts remboursables selon le revenu. D'après le ministre, n'importe quelle combinaison de ces solutions minera l'accès aux études postsecondaires, soit en réduisant le nombre de places pour les étudiants en raison des compressions budgétaires exercées par les établissements d'enseignement, soit en réduisant le nombre d'inscriptions à cause de frais de scolarité élevés.

La charge du ministre Cooke a visé juste. Elle a soulevé un tollé d'indignation et des menaces de représailles financières de la part du ministre Axworthy.

LA lettre de l'Ontario a rompu le silence inquiétant qu'observaient les gouvernements provinciaux. Face à une menace sans précédent pesant sur l'enseignement postsecondaire, un système qui leur incombe de soutenir, les gouvernements provinciaux s'étaient tenus à l'écart du débat.

Cooke a le premier reconnu que les gouvernements provinciaux ne pouvaient sérieusement choisir de ne pas participer au débat. Nous espérons que tous ses homologues lui emboîteront bientôt le pas. Par leur stupéfiant empressement à faire des compromis, les administrateurs universitaires ont rendu le silence des provinces encore plus insoutenable. En intervenant dans le débat avec une réponse de poids aux propositions Axworthy, soit une contre-proposition pour éliminer la moitié des transferts en espèces actuels du fédéral, l'AUCC a cédé aux autres la défense de l'enseignement postsecondaire accessible.

Que l'on me pardonne de me demander pourquoi M. Cooke a mis tant de temps à se décider à défendre l'enseignement postsecondaire accessible.

Il s'agit après tout du ministre qui s'est préoccupé pendant les neuf derniers mois de son propre examen du financement provincial des universités, un examen potentiellement destructeur, et qui a été un fervent défenseur des régimes de prêts d'études remboursables selon le revenu. L'examen de l'Ontario est maintenant en suspens jusqu'à ce que les intentions du gouvernement fédéral soient claires. M. Cooke a déclaré que le gouvernement doit avoir comme objectif d'améliorer la gestion du fardeau d'endettement et de rendre plus juste le remboursement des prêts plutôt que de justifier des hausses radicales des frais de scolarité.

ESPÉRONS que le gouvernement néo-démocrate de l'Ontario montre ainsi qu'il s'apprête à faire preuve d'un peu de créativité politique en réagissant au problème de la réduction des paiements de transfert. L'ACPPU invite M. Cooke à inciter ses homologues provinciaux à faire front commun et à opposer aux projets de MM. Axworthy et Martin une vive résistance ainsi qu'à offrir des solutions constructives qui permettraient au gouvernement actuel de mieux accepter le maintien du FPE.

Samuel Johnson a dit qu'un homme, sachant qu'il sera pendu dans quinze jours, a un pouvoir admirable de concentration. Or, il est difficile de savoir si ce sont l'imminence du budget de Paul Martin ou un sondage pré-électoral révélant l'importance qu'accordent les Ontariens à l'enseignement postsecondaire qui ont concentré l'attention de M. Cooke sur les propositions du gouvernement fédéral. Quelle qu'en soit la raison, cependant, son intervention est la bienvenue. ■